

DRAFT Master Settlement Agreement Matrix - Confidential Pursuant to Settlement Agreement P.205

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|----|--------|--------------------|-----------|---|--|---------------------------|---------------------|---|---|---|--|--|--|--|------------------------------|-----------------|---|
| 1 | 6 | 2-17 | Police Commissi on | | The City of Seattle will establish within 90 days, by executive order, the Community Police Commission. | Accomplish ed. <i>*Click on Notes or Deliverable for link.</i> | | | Establishme nt -Mayor's Office and City Council | Mayors Office | See Executive Order 02-2012 | | | None | No | No | | Monitor confirms that CPC has been established |
| 2 | 9 | 3-17 | Police Commissi on | | City will provide reasonable administrative support to the CPC | On-going | | | Mayor's Office | Mayors Office | Per Settlement Agreement | | | None | No | No | | Monitor confirms that the City has provided reasonable administrative support |
| 3 | 10 | 3-21 | Police Commissi on | | City will post the CPC's reports on the City's website | On-going | | | Mayor's Office | Mayors Office | | | | None | No | No | | Monitor confirms that when the CPC issues a public report, the City posts it on its website |
| 4 | 10 | 3-22 | Police Commissi on | | City will consider and respond to the Commission's recommendations in a timely manner | On-going | | | Mayor's Office | Mayors Office | Per Settlement Agreement | | | None | No | No | | Establish an internal guideline for "timely manner;" Monitor confirms City has responded in a timely manner |
| 5 | 69 | 12-11 | Use of Force- | 1A | The Department commits (a) to maintaining a police force that is highly trained and knowledgeable, [not only] on matters of law and professional standards on use of force, | On-going Dept is developing policy and curriculum to achieve best practices in LE | | | Policy -PSS Training- Training Section | A/Chief Sanford Capt. Washburn Professional Standards | | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | A training review is being conducted to confirm that SPD's programs reflect the current best practices, and in the absence of an identifiable best practice, the state of the art in a given field | Audit designs should determine if curriculum and its delivery contain the desired subject matter, and if the training has been effective through audits of field work. | Yes Init#1 - ms C Init#2 - All Init#4 - All Init#12 - All Init#16 - All | Yes | | "Commits to" language is vague; unclear how Monitor will monitor this. Likely that Monitor will instead monitor the more specific requirements in other sections. The Parties will develop a standard for the public education component (is engagement with the CPC enough?) |

1A - Use of Force = RED
1B - Stops and Detentions = GREEN
1C - Crisis Intervention = GOLD
2A - Supervision = PURPLE
3A - Bias-Free Policing = BROWN/ORANGE
4A - Office of Professional Accountability (OPA) = BLUE

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|---------|----|--------|--|-----------|---|--|---------------------------|---------------------|--|--|---|--|--|--|--|------------------------------|-----------------|---|
| 6 | 69 | 12-12 | Use of Force- Reporting, Investigati ng and Review | 1A | but also on matters of reporting, investigating, and reviewing uses of force; and | Current Practice | | | Policy -PSS Training- Training Section | Deputy Chief Metz Capt. Edwards | See SPD Directive July 18, 2012 for current UOF Review. | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | A training review is being conducted to confirm that SPD's programs reflect the current best practices, and in the absence of an identifiable best practice, the state of the art in a given field | Audit designs should determine if curriculum and its delivery contain the desired subject matter, and if the training has been effective through audits of field work. | Yes Init#6 - All Init#7 - All Init#9 - All | Yes | | |
| 7 | 69 | 12-13 | Use of Force- Public Outreach | 1A | (b) to engaging with and educating the public on the appropriate use of force. | Community Outreach & Education plan delivered by end of 1st Qtr 2013 | | | Outreach- Community Outreach Section | Deputy Chief Metz A/Capt Best | Community Outreach Plan | General Policy Statement ? | | None | Yes Init#19 - ms A, B, D, G, I | No | | |
| 8 | 70 | 12-15 | Use of Force- Policy | 1A | Use of force should be consistent with Graham v. Conner and guided by listed principles. Use of de-escalation when appropriate and feasible Deescalate as resistance decreases More officers may increase force options/ability to reduce force Strike to head with a weapon can be deadly Any strike to the head should be consistent with policy & training Normally force against handcuffed or restrained subjects is not appropriate Use of force in response to verbal confrontation that also does not impede a legitimate LE function is not appropriate. Use of force reporting, documentation and investigation should occur as soon as practicable | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy -PSS | D/C Kimerer A/Chief Mike Sanford Capt. Edwards Capt. Washburn | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | | Audits of use of force and arrest reports should be designed to assess the listed requirements. | Yes Init#1 - ms C Init#2 - ms B Init#4 - All Init#9 - ms B | Yes | | This section uses "should" language, but as a practical matter, the Monitor will monitor these provisions based on paragraph 71 |

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|---------|----|--------|-------------------------------|----------|--|---|-------------------------|---------------------|---------------------------------------|---|--|--|---|--|---|-----------------------------|----------------|---|
| 9 | 71 | 13-17 | Use of Force-Policy, Training | 1A | Revise policy, procedure and training consistent with above | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy -PSS Training-Training Section | A/Chief Mike Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | | Audits should be designed to provide information for assisting in revisions, and determining compliance, efficiency and effectiveness. | Yes Init#1 - ms C Init#2 - ms B Init#4 - All Init#6 - Curr. Content Init#7 - Curr. Content Init#9 -ms B | | | Monitor will review and approve revised policy, procedure, and training |
| 10 | 72 | 13-19 | Use of Force - Policy | 1A | A fundamental goal of the revised use of force policy will be to account for, and review or investigate, every reportable use of force - | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy- PSS Verification-PSS | D/C Metz Chief Pugel Chief Mike Sanford Capt. Washburn | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | | Audit designs will assess the compliance with, and effectiveness of, the reporting and review process in accordance with policy. | Yes Init#2 - All Init#4 - All Init#6 - All Init#7 - All Init#9 - All | Yes | | Monitor will review and approve the policy revisions based on the more specific reporting and investigation provisions of the agreement |
| 11 | 73 | 14-1 | Use of Force-Policy | 1A | Consistent with current practice, when SPD conducts its review of the implementation of the revised use of force policies, it will seek the timely input of the relevant members of the Training Section, line officers, supervisors, and PSS. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy- PSS | A/Chief Mike Sanford Captain Washburn | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | | Audit designs will assess the compliance with, and effectiveness of, the reporting and review process in accordance with policy. | Yes Init#9 - All | Yes | | Monitor will confirm that input sought |
| 12 | 74 | 14-5 | Use of Force-Policy | 1A | Revisions to SPD's weapons-specific policies, procedures, and training will be guided by the principles contained in Section 2, page 14 | Policy to be delivered to monitoring team by 3/31/2013 Training revisions to be delivered to monitor | | | Policy -PSS Training-Training Section | A/Chief Sanford Capt. Washburn Capt. Edwards | Policy Refer to USB drive Training Resources File C - Less Lethal | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Impact weapon program is complete; OC program and Taser program have been developed but not yet delivered | Audits will be designed to measure compliance and effectiveness of policies and training related to these requirements. | Yes Init#1 - ms C Init#4 - All | | | Monitor will review the policies and training under the more specific provisions of paragraphs 75-77 |

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| 13 | 75 | 14-7 | Use of Force - Policy | 1A | The use of force policies will address the use and deployment of all authorized force weapons that are available to SPD officers. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS | A/Chief Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | | Audits will be designed to measure compliance and effectiveness of policies and training related to these requirements. | Yes Init#1 - ms C Init#4 - All | Yes | | Monitor will review and approve policy provisions; confirm policy is incorporated into existing policy |
| 14 | 75 | 14-8 | Use of Force - Policy | 1A | The specific policies for each force weapon will provide guidance for each weapon's use. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS | A/Chief Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | | Training audits will be designed to assess consistency with policy. UoF reports will be audited for consistency with training and policy. | Yes Init#1 - ms C Init#4 - All | Yes | | Monitor will review and approve policy provisions; confirm policy is incorporated into existing policy |
| 15 | 76 | 14-10 | Use of Force- Policy | 1A | The weapon-specific policies will continue to include training and certification requirements that each officer must meet before being permitted to carry and use the authorized weapon. | Policy to be delivered to monitoring team by 3/31/2013 | | | Training | A/Chief Sanford Capt. Washburn Capt. Edwards | Policy Refer to USB drive Training Resources File C - Less Lethal | N/A | Impact weapon certification is complete. OC and Taser curriculum is complete, but deployment is pending | Audits will verify that internal controls established through policy are followed and effective. | Yes Init#1 - ms C, D Init#4 - All | | | Monitor will review and approve policy provisions; confirm policy is incorporated and fully implemented in actual practice |
| 16 | 76 | 14-12 | Use of Force- Policy | 1A | Officers will only carry weapons authorized by the Department | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS | D/C Kimerer A/Chief Sanford | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | | Audit designs will assess or compliance with this requirement. | Yes Init#4 - ms D Init#12 - All | | | Monitor will review and approve policy provisions; confirm policy is incorporated and fully implemented in actual practice |
| 17 | 76 | 14-12 | Use of Force - Policy | 1A | SPD will consult with the Monitor as to whether and when each uniformed officer should be required to carry at least one Less Lethal Device. | Policy to be delivered to monitoring team by 3/31/2013 | | | Monitor | D/C Kimerer A/Chief Sanford | Policy | Unknown | | None | <i>NOTE: This decision will need to be incorporated in Init#4 Policy</i> | No | | Monitor will consult with SPD |

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| 18 | 77 | 14-15 | Use of Force - Policy | 1A | SPD will implement policies for each of the following weapons using these guidelines: Firearms, OC Spray, ECD, Impact Weapons | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS | D/C Kimerer A/Chief Sanford | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | | Use of force audits will assess compliance and effectiveness of established policy and training. | Yes Init#4 - ms D | | | Monitor will review and approve policy provisions; confirm policy is incorporated and fully implemented in actual practice |
| 19 | 78 | 14-18 | Use of Force- Policy | 1A | Officer Discharges of Firearms will continue to be tracked as critical firearms discharges in EIS as uses of force. | Policy to be delivered to monitoring team by 3/31/2013 | | | Human Resources- EIS | A/C Reed | Policy All discharges will be recorded in EIS. | EIS Policy | | Audits of use of force and/or EIS will be designed to assess compliance with this requirement. | Yes Init#13 - ms C Note: This will effect the threshold criteria of the updated EIS | Yes | | Monitor will review the policy to confirm this requirement exists, and confirm the required tracking is occurring by periodic review or audit |
| 20 | 78 | 14-19 | Use of Force - Policy | 1A | SPD will continue to document critical firearms discharges in SPD's annual use of force report. | Policy to be delivered to monitoring team by 3/31/2013 | | | Reporting - Strategic Planning (DC - Admin- Mimi) | D/C Kimerer | Policy. Per S. Compliance Coordinator, this is a current practice with Annual UOF reports posted on the SPD WEB. *Click on notes for link. | Use of Force Policy | | None | No | Yes | | Monitor will review the policy and this annual report to confirm inclusion of the required information |

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| 21 | 79 | 15-1 | Use of Force - Policy | 1A | The CED policy will continue to contain the training and tactics guidance regarding Less-Lethal Options and SPD’s Annual CED Recertification Course, and other sources, and will continue to incorporate the following guidelines: a) A verbal warning should be given before use unless it is unsafe to do so or if it compromises a legitimate law enforcement objective. b) As with the initial CED application, each subsequent application is a separate application of force that must be individually justified as reasonable. c) All CED users will be trained in: 1) the potential risks of prolonged or repeated applications; 2) the appropriate procedures following a CED application; 3) the required documentation of a CED application in a use of force report; and 4) the appropriate use of the CED in drive stun mode. d) All CED users will also be trained in the considerations of the additional environmental hazards such as flammable materials or falling hazards that may preclude the use of a CED. e) All CED users will also be trained on the consideration of unique characteristics of the subject such as age, frailty, pregnancy and other medical conditions. f) CED users will not intentionally target the subject’s head, neck, or genital area unless to protect officer or public safety, or to accomplish a legitimate law enforcement objective. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy -PSS Training- Training Section | D/C Kimerer A/C Sanford Capt. Edwards | Refer to USB drive Training Resources File C - Less Lethal | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Taser recert program has been completed. Deployment schedule has not yet been established, but is expected by 1/30/13 | Audits of training and reports involving CED use will assess compliance and effectiveness of training and policy issues listed. | Yes Init#4 - ms D | Yes | | Monitor will review and approve policy provisions; confirm policy is incorporated and fully implemented in actual practice; confirm that sufficient training has occurred for relevant SPD personnel |
| 22 | 80 | 16-1 | Use of Force - Training | 1A | Officers will continue to receive annual CED certifications consisting of physical competency, weapon retention, SPD policy, including any policy changes, technology changes, and scenario based training. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy-PSS Training- Training Section | D/C Kimerer A/C Sanford Capt. Edwards | Policy Refer to USB drive Training Resources File C - Less Lethal | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Annual recert program plan completed 12/12/12. Deployment schedule to be set by 1/30/13 | Audits of training will assess compliance and effectiveness of the certification and recertification processes. | Yes Init#4 - ms D NOTE: To be incorporated in new Use of Force Police | Yes | | Monitor will confirm officers are receiving annual certification that includes these topics |

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| 23 | 81 | 16-4 | Use of Force - Auditing | 1A | SPD will continue to implement integrity safeguards on the use of CEDs to ensure compliance with SPD policy, including conducting random and directed audits of CED deployment data. The audits will compare the downloaded data to an officer's reports on use of force. Discrepancies within the audit will be addressed and appropriately investigated. | Policy to be delivered to monitoring team by 3/31/2013 | | | Auditing - PSS | D/C Kimerer A/C Sanford Capt. Washburn | Policy | Use of Force Policy | | CED audits will be designed consistent with this requirement. Requirements for use in review will be included in Use of Force audits. | Yes Init#4 - ms D NOTE: To be incorporated in new Use of Force Police | Yes | | Monitor will confirm that audits are being conducted, will review the results of the audits, and confirm that discrepancies are addressed and appropriately investigated |
| 24 | 82 | 16-8 | Use of Force - Investigations | 1A | When a supervisor or FIT conduct investigations of CED use in Type II or Type III investigations, the investigator will assure that the use of force report thoroughly describes each CED application and that the CED data is downloaded and that data analysis is included in the use of force report. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Pugel Capt. Hill | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Establish additional download capacity in the precincts | CED audits will be designed consistent with this requirement. Requirements for use in review will be included in Use of Force audits. | Yes Init#6 - All Init#7 - All Init#9 - All | ? | | Monitor will review use of force reports to assure that the requirements of this paragraph are met |
| 25 | 83 | 16-12 | EIS | | SPD will continue to track CED applications as uses of force in EIS | Current practice see taser report <i>*Click on notes for link.</i> | | | Human Resources- EIS | A/C Reed | | EIS Policy | | Audits of CED use and EIS will be designed to assess compliance with this requirement. | Yes Init#13 - All | Yes | | Monitor will confirm tracking is occurring in EIS: |
| 26 | 83 | 16-13 | Use of Force | 1A | SPD will continue to include CED data and analysis in its use of force annual report. | Current Practice <i>*Click on notes for link.</i> | | | Reporting - Strategic Planning (DC - Admin-Mimi) | D/C Kimerer | Per S. Compliance Coordinator, this is a current practice. The annual UOF is generally published mid-year from the previous years UOF. | Use of Force Policy | | None | No | Yes | | Monitor will confirm the required information is in the use of force annual report |
| 27 | 84 | 16-15 | Use of Force - Policy/Training | 1A | The OC Spray policy and training will incorporate the evolving guidance contained within the SPD Post-Basic Law Enforcement Academy ("BLEA") course on Less-Lethal Force as well as guidance from the medical community | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt. Washburn Capt. Edwards | Policy Refer to USB drive Training Resources File C - Less Lethal | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | OC curriculum complete as of 12/13/12 | Audits will be designed to assess these requirements as incorporated into policy and training. | Yes Init#1 - ms C Init#4 - All | Yes | | Monitor will review and approve policy provisions and training curriculum; confirm the information is incorporated into implemented policy and training |

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| 28 | 84 | 16-17 | Use of Force - Policy/Tr aining | 1A | The policy and training will include at least the following guidelines: a) Officers will use OC spray only when such force is reasonable, including when used for crowd dispersal or protection. b) Unless it presents a danger to the officer or others, or compromises a legitimate law enforcement objective, officers should use a verbal warning to the subject or crowd that OC spray will be used and defer using OC spray a reasonable amount of time to allow the subject to comply with the warning. c) After the initial application of OC spray, each subsequent spray must also be reasonable and the officer should reevaluate the situation accordingly. d) The application of OC Spray on persons in restraints such as handcuffs must be consistent with a legitimate law enforcement objective, or to protect officer or public safety. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Pugel Capt. Hill Lt. Wilske A/C Sanford Capt. Edwards | Policy Refer to USB drive Training Resources File C - Less Lethal | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | OC curriculum contains all required elements and is complete as of 12/13/12 | Audits will be designed to assess these requirements as incorporated into policy and training. | Yes Init#1 - ms C Init#4 - All | Yes | | Monitor will review and approve policy provisions and training curriculum; confirm the information is incorporated into implemented policy and training |
| 29 | 85 | 17-8 | Use of Force - Policy/Tr aining | 1A | Officers will continue to be trained in and follow protocols developed by SPD on their responsibilities following OC Spray use, including minimizing exposure of non-targeted individuals and decontamination of exposed subjects. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt. Edwards | Policy Refer to USB drive Training Resources File C - Less Lethal | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | OC curriculum contains all required elements and is complete as of 12/13/12 | Use of force audits will assess compliance and effectiveness of training and policy with these requirements | Yes Init#1 - ms C Init#4 - All | Yes | | Monitor will review and approve training and protocols; confirm that relevant SPD personnel have been trained |

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| 30 | 85 | 17-10 | Use of Force - Policy/Training | 1A | Officers will continue to request medical response or assistance for subjects exposed to chemical spray when they complain of continued effects after having been decontaminated, or they indicate that they have a pre-existing medical condition (e.g., asthma, emphysema, bronchitis, heart ailment, etc.) that may be aggravated by chemical spray. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt. Washburn Capt. Edwards | Policy Refer to USB drive Training Resources File C - Less Lethal | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | OC curriculum contains all required elements and is complete as of 12/13/12 | Audits will be designed to assess compliance with these requirements as incorporated into policy and procedure. | Yes Init#1 - ms C Init#4 - All | Yes | | Monitor will review and approve policy provisions; confirm policy is incorporated and fully implemented in actual practice |
| 31 | 86 | 17-15 | Use of Force - Policy | 1A | Officers will use only agency-issued or approved OC Spray. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS | A/C Sanford Capt. Washburn | Policy Refer to USB drive Training Resources File C - Less Lethal | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | OC curriculum contains all required elements and is complete as of 12/13/12 | Audits of use of force and weapons issuance will be designed to assess compliance with this requirement. | Yes Init#1 - ms C Init#4 - All | Yes | | Monitor will review and approve policy provisions; confirm policy is incorporated and fully implemented in actual practice |
| 32 | 87 | 17-16 | Use of Force - Policy | 1A | SPD will continue to maintain written documentation of the number of OC Spray canisters annually distributed to, and utilized by, each officer. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Audit - PSS | D/C Kimerer Director Valerie Anderson | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | | Same as above. | Yes Init#4 - All | Yes | | Monitor will confirm, by review or audit, that written documentation is being kept |
| 33 | 87 | 17-17 | Use of Force | 1A | Analysis of OC deployments will continue to be included in SPD's use of force annual report and tracked in EIS as a use of force. | Current Practice | | | Policy - PSS Reporting - Strategic Planning (DC - Admin-Mimi) | D/C Kimerer A/C Reed | Per S. Compliance Coordinator, this is a current practice. The annual UOF is generally published mid-year from the previous years UOF. Please see the 2006-2009 UOF report posted on SPD Web. Beginning 2010 the annual report is posted. *Click on notes for link. | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | | Use of force and EIS audits will check compliance with this requirement. | Yes Init#13 - All | Yes | | Monitor will confirm that the analysis is included in the use of force annual report and tracked in EIS as a use of force |

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| 34 | 88 | 17-20 | Use of Force - Policy | 1A | SPD will incorporate in its use of force policies specific provisions concerning the use of impact weapons and guidelines for use. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS | A/C Sanford Capt. Washburn | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | | Audits will be designed to assess compliance and effectiveness of provisions and guidelines incorporated into training and policy. | Yes Init#4 - All | Yes | | Monitor will review and approve policy provisions; confirm policy is incorporated |
| 35 | 88 | 17-21 | Use of Force - Policy/Training | 1A | Officers will be trained and certified for department-approved impact weapons before being authorized to carry these weapons | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt. Edwards | Policy Refer to USB drive Training Resources File C - Less Lethal | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Patrol certifications complete 10/2012 | Audits of use of force and weapons issuance and certification will be designed to assess compliance with this requirement. | Yes Init#4 - All | ? | | Monitor will review and approve policy provisions; confirm policy incorporated and implemented |
| 36 | 88 | 17-22 | Use of Force - Policy/Training | 1A | Officers will also be recertified at reasonable intervals. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt. Washburn Capt. Edwards | Policy Refer to USB drive Training Resources File C - Less Lethal | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Annual recerts are scheduled; will begin in 2013 | Audits of use of force and weapons issuance and certification will be designed to assess compliance with this requirement. | Yes Init#4 - All | ? | | Monitor will confirm use of force policy requires recertification and confirm recertification occurring at "reasonable" intervals; help determine what is a reasonable interval |
| 37 | 88 | 17-23 | Use of Force - Policy | 1A | Use of any improvised impact weapons will fall under the same guidelines and officers will be required to articulate how the use of the weapon was objectively reasonable. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt. Washburn Capt. Edwards | Policy Refer to USB drive Training Resources File C - Less Lethal | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Curriculum complete as of 12/19/12. Training to begin Q1 2013 | Use of force audits will be designed to assess compliance with this requirement. | Yes Init#4 - All | Yes | | Monitor will review and approve provisions in use of force policy regarding the use of improvised impact weapons and a requirement in the policy requiring officers to articulate how the use was reasonable, presumably in the use of force report |
| 38 | 88 | 18-2 | Use of Force - Policy | 1A | Consistent with current policy, impact weapon use will be limited to situations in which such force is reasonable and consistent with training, for example, when it is necessary to protect the officer, the subject, or another party from immediate physical harm. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt. Washburn Capt. Edwards | Policy Refer to USB drive Training Resources File C - Less Lethal | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Patrol certifications complete 10/2012 | Use of force audits will be designed to assess compliance with this requirement. | Yes Init#4 - All | Yes | | Monitor will review and approve policy provisions; confirm policy incorporated |

DRAFT Master Settlement Agreement Matrix - Confidential Pursuant to Settlement Agreement P.205

As of 4/15/2013

| Track # | P. | Pg -Ln | Topic | Priorty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|----|--------|------------------------------------|---------|---|--|---------------------------------------|---------------------------|---|--|--|--|--|---|---|--|-----------------------|---|
| 39 | 89 | 18-5 | Use of Force- Investigati on | 1A | When a supervisor or FITT conduct investigations of impact weapon use in Type II or Type III investigations, the investigator will assure that the use of force report thoroughly describes each impact weapon strike that the officer recalls. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Pugel Capt. Hill Lt. Wilske | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | New sergeant training. Currently in development. Target date 3/31/12 | Use of force audits will be designed to assess compliance with this requirement. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum Init#9 - All | Yes | | Monitor will confirm that this requirement is in the use of force policy; will monitor confirm that this actually occurs in individual instances through review or audit? |
| 40 | 89 | 18-7 | Use of Force - Policy | 1A | Consistent with current training policy and practice, impact weapons should not be used on persons who are handcuffed and under control or otherwise restrained persons under control, or persons complying with police direction. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt. Washburn Capt. Edwards | Policy Refer to USB drive Training Resources File C - Less Lethal | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Patrol certifications complete 10/2012 | Use of force audits will be designed to assess compliance with this requirement. | Yes Init#4 - All | Yes | | |
| 41 | 90 | 18-11 | Use of Force | 1A | Analysis of data regarding the use of impact weapons will continue to be included in SPD's use of force annual report and tracked in EIS as a use of force. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Reporting - Strategic Planning (DC - Admin-Mimi) | D/C Kimerer A/C Reed Lt. Teeter | Policy *Refer to link by clicking on notes. | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | | Use of force and EIS audits will be designed to check compliance with this requirement. | Yes Init#13 - All | Yes | | Monitor will confirm information is included in the use of force annual report and tracked in EIS |
| 42 | 91 | 18-14 | Use of Force - Policy | 1A | Uses of force will be divided into three types for reporting, investigative, and review purposes. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt. Washburn Capt. Edwards | Policy Refer to USB drive Training Resources File F - Use of Force Reporting | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Curriculum complete as of 12/19/12. Training to begin Q1 2013 | None | Yes Init#4 - All Init#9 - All | No | | Monitor will review and approve policy provisions; confirm policy incorporated into existing policy |
| 43 | 93 | 19-1 | Use of Force- Policy | 1A | The three types of force will have different levels of departmental reporting and review that become more rigorous depending on the type of the force used. Each level will have four essential components: | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt. Washburn Capt. Edwards | Policy Refer to USB drive Training Resources File F - Use of Force Reporting | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Curriculum complete as of 12/19/12. Training to begin Q1 2013 | Use of force audits will be designed to assess compliance and effectiveness of policies and training related to this requirement. | Yes Init#4 - All Init#9 - All | No | | This general provision will not be specifically monitored, but each subpart will be |

DRAFT Master Settlement Agreement Matrix - Confidential Pursuant to Settlement Agreement P.205

As of 4/15/2013

| Track # | P. | Pg -Ln | Topic | Priorty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|----|--------|---------------------|---------|---|--|---------------------------------------|---------------------------|--|--|--|--|---|--|--------------------------------|--|-----------------------|---|
| 44 | 93 | 19-4 | Use of Force-Policy | 1A | Initial Reporting: reporting and documentation requirements that, consistent with this Agreement, include the immediate response to the incident | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Curriculum complete as of 12/19/12. Training to begin Q1 2013 | Use of force audits will be designed to assess compliance with this requirement. | Yes Init#4 - All Init#9 - All | ? | | Monitor will review and approve policy provisions; confirm incorporated into policy; confirm that new reporting and documentation requirements are being fully implemented in actual practice |
| 45 | 93 | 19-7 | Use of Force-Policy | 1A | Investigation and Supervisory Assessment: investigation or assessment requirements that detail how the investigation or assessment is conducted and who is responsible for the investigation and assessment as to the use of force. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt. Washburn Capt. Edwards | Policy Refer to USB drive Training Resources File F - Use of Force Reporting | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Curriculum complete as of 12/19/12. Training to begin Q1 2013 | Use of force audits will be designed to assess compliance with this requirement. | Yes Init#4 - All Init#9 - All | ? | | Monitor will review and approve policy provisions; confirm incorporated into policy; confirm that new reporting and documentation requirements are being fully implemented in actual practice |
| 46 | 93 | 19-11 | Use of Force-Policy | 1A | Review: for Type II and III uses of force, a review process requiring critical examination of the incident to assess its appropriateness, as well as identify any shortcomings in policy, procedure, training, tactical performance, and supervisory action. The review process will also consider how information gathered on the incident could be used to increase the effectiveness of the officer and the Department as a whole. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt. Washburn Capt. Edwards | Policy Refer to USB drive Training Resources File H - Use of Force Review Board Training | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Use of Force Review Board curriculum complete as of 11/28/12. Sergeant's UoF training under development, completion by 3/31/13. Training scheduled to start Q1 and Q2 2013 respectively | Use of force audits will be designed to assess compliance with these requirements and the effectiveness of the review process. | Yes Init#4 - All Init#9 - All | No | | Monitor will review and approve policy provisions; confirm incorporated into policy; confirm that new reporting and documentation requirements are being fully implemented in actual practice |
| 47 | 93 | 19-17 | Use of Force-Policy | 1A | Record Keeping and Follow-up: the facts regarding the incident will be stored, reported, and analyzed, and any deficiencies or concerns addressed. | Current Practice | | | Policy - PSS Training - Training Section | D/C Metz Capt. Edwards | Refer to DP&P6.247 Reviewing UOF, Bureau Commander 28-33 Refer to USB drive Training Resources File H - Use of Force Review Board Training | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Use of Force Review Board curriculum complete as of 11/28/12. Training to start Q1 2013 | Use of force audits will be designed to assess compliance and effectiveness of polices and procedures for these requirements. | Yes Init#4 - All Init#9 - All | Yes | | Monitor will review and approve policy for record keeping and follow-up; confirm that record keeping and follow-up is occurring. See link |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|----|--------|----------------------|-----------|---|--|---------------------------|---------------------|--|---|--|--|---|--|--|------------------------------|-----------------|--|
| 48 | 94 | 19-20 | Use of Force- Policy | 1A | Officers will notify their supervisor as soon as practicable following any use of Type I, II, or III use of force | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt. Washburn | Policy Refer to USB drive Training Resources File F - Use of Force Reporting | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Curriculum complete as of 12/19/12. Training to begin Q1 2013 | Use of force audits will be designed to assess compliance with these requirements. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Partial | | Monitor will review and approve policy provision; confirm that this is happening in practice by review or audit |
| 49 | 95 | 19-22 | Use of Force- Policy | 1A | Consistent with other policies, a supervisor can always opt to require a higher level of response to a given incident. Factors to consider in determining whether a higher level response is appropriate include, but are not limited to, the following: the nature of the resistance encountered; force used against a handcuffed or otherwise restrained, under control, or in-custody subject; force used against pregnant or vulnerable subjects (e.g. age or infirmity); incidents resulting from faulty information or unintentional error; and when it is unclear whether the officer acted consistent with policy or law. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt. Washburn Capt. Edwards *D/C Metz?? | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with these requirements. | Yes Init#6 - Curriculum Init#7 - Curriculum | No | | |
| 50 | 96 | 20-6 | Use of Force- Policy | 1A | When multiple officers are involved in a use of force incident, the entire incident will be reported and investigated at the highest level reached by any single officer during the incident. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt. Washburn | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement. | Yes Init#4 - All Init#9 - All | Yes | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 51 | 96 | 20-8 | Use of Force- Policy | 1A | All involved officers will be required to submit statements in accordance with that level's requirements. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt. Washburn | Policy Refer to USB drive Training Resources File F - Use of Force Reporting | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Curriculum complete as of 12/19/12. Training to begin Q1 2013 | Use of force audits will be designed to assess compliance with this requirement. | Yes Init#4 - All Init#9 - All | No | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|---------------------|-----------|--|--|---------------------------|---------------------|--|--|--|--|---|---|--|------------------------------|-----------------|--|
| 52 | 97 | 20-12 | Use of Force-Policy | 1A | Each supervisor reviewing the incident is responsible for ensuring a full and accurate account of the incident, and identifying and resolving any inconsistencies or alternatively, bringing them to the attention of OPA or his/her supervisor | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance and overall effectiveness of this requirement. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum Init#9 - All | Yes | | Monitor will review and approve policy provision; confirm that the policy is incorporated and implemented |
| 53 | 98 | 20-15 | Use of Force-Policy | 1A | Whenever a supervisor uses, directs, or is otherwise personally involved in any type of force, the investigation will be conducted by a supervisor uninvolved in the use of force unless impractical. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum Init#9 - All | No | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 54 | 99 | 20-18 | Use of Force-Policy | 1A | SPD will continue to analyze the force data captured in officers' force reports and supervisors' investigative reports on an annual basis to determine significant trends, to identify and correct deficiencies revealed by the analysis, and to document its findings in an annual public report. | This is a current practice and reported on the annual UOF report & posted on the SPD website | | | Policy - PSS Training - Training Section | D/C Kimerer A/C Sanford | Per S. Compliance Coordinator, this is a current practice. The annual UOF is generally published mid-year from the previous years UOF. *Click on notes for link. | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Not a training initiative | None | Yes Init#9 - All | Yes | | Monitor will confirm SPD is continuing to analyze force data |
| 55 | 100 | 21-2 | Use of Force-Policy | 1A | Officers will document a Type I use of force in a searchable and retrievable format that contains the following information: 1) an account of the officer's actions in using force; 2) the suspect's actions that led to the application of force; 3) the identity of the officer who used force; 4) the names of other officers or identified witnesses present; and 5) the name of the supervisor screening the incident | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt. Washburn Capt. Edwards | Policy Refer to USB drive Training Resources File F - Use of Force Reporting | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Curriculum complete as of 12/19/12. Training to begin Q1 2013 | Use of force audits will be designed to assess the effectiveness of policy and procedure related to this requirement. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum NOTE: Requirement to be reviewed by Init#4 & #9 | No | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|----------------------|-----------|--|--|---------------------------|---------------------|--|--|--|--|---|--|--|------------------------------|-----------------|--|
| 56 | 100 | 21-6 | Use of Force- Policy | 1A | The officer’s immediate supervisor will review the documentation as soon as practicable and direct the officer to supply more information, if needed. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | No | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 57 | 101 | 21-9 | Use of Force- Policy | 1A | A Type I use of force report must be provided orally and screened in person by a supervisor, unless impractical under the circumstances, prior to the subject being booked, released, or the contact concluded. If the subject is free to leave, the detention will not be extended to facilitate the screening process; however, the subject may choose to remain at the scene to speak with a supervisor. If there is any uncertainty or concern about the reason or nature of the force used, or the existence of any injury, the supervisor will immediately roll out to the scene, unless impractical in the circumstances. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt Washburn Capt Edwards | Policy Refer to USB drive Training Resources File F - Use of Force Reporting | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) Ron's Note: the 3rd and 1st sentences appear inconsistent in that the first sentence states an "in-person" screening is required, but the third sentence states a roll out to the scene is only required if concern about the force used. | Curriculum complete as of 12/19/12. Training to begin Q1 2013 | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | No | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|---------------------|-----------|---|--|---------------------------|---------------------|--|--|--|--|---|--|--|------------------------------|-----------------|--|
| 58 | 102 | 21-16 | Use of Force-Policy | 1A | The supervisor will determine if the use of force is appropriately classified as a Type I incident. If the supervisor is unable to make that determination, the supervisor will consult with FITT or his/her direct supervisor to assist in the determination. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | No | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 59 | 102 | 21-18 | Use of Force-Policy | 1A | The supervisor will also evaluate the incident for any other concerns (tactical, threat assessment, etc.). The supervisor will address any concerns with the officer involved. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | No | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 60 | 102 | 21-19 | Use of Force-Policy | 1A | If it appears that misconduct may have been involved in the use of force, the supervisor will ensure that OPA is contacted and consult the FITT team regarding reclassification of the incident as Type II or III. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | No | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 61 | 103 | 22-2 | Use of Force-Policy | 1A | For Type II and Type III uses of force, all involved officers will complete an officer statement using descriptive language. The statement will include: 1) the reason for the initial police presence; 2) a detailed description of the incident circumstances, including the words, actions, and/or threat posed by the suspect warranting the need for force; 3) a detailed description of the force used by the officer giving the statement; 4) a detailed description of the force used by other officers if clearly observed; 5) a detailed description of any apparent injury to the suspect, any complaint of injury, or the lack of injury, including information regarding any medical aid or medical evaluation provided. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy Refer to USB drive Training Resources File F - Use of Force Reporting | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Curriculum complete as of 12/19/12. Training to begin Q1 2013 | Use of force audits will be designed to assess compliance with these requirements as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Partial | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |

| Track # | P. | Pg -Ln | Topic | Priority | Requirement | Deadline | Monitor Review Approval | DOJ Review Approval | Responsibility | Commander/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existing Practice or Policy | Monitor Review | Notes |
|---------|-----|--------|---------------------|----------|--|--|-------------------------|---------------------|--|--|--------------|--|---|--|---|-----------------------------|----------------|--|
| 62 | 104 | 22-11 | Use of Force-Policy | 1A | Upon notification of a Type II use of force, a supervisor will respond to the scene and thoroughly investigate all Type II events unless officer or public safety will be compromised as a result. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 63 | 104 | 22-13 | Use of Force-Policy | 1A | No supervisor who participated in, or ordered the force, will conduct or be involved in conducting the investigation of the incident. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | No | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 64 | 104 | 22-14 | Use of Force-Policy | 1A | In thoroughly investigating all Type II events, the investigating supervisor at a use of force incident will: Respond to the scene, examine the subject of the force for injury, interview the subject for complaints of injury, and where necessary, summon medical aid via SPD Communications. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with these requirements as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 65 | 104 | 22-22 | Use of Force-Policy | 1A | The supervisor will obtain sufficient basic information to determine if a FIT response is required. Whether required or not, a supervisor retains the discretion to refer any use of force to FIT for FIT's determination of whether to take investigatory responsibility over the matter | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with these requirements as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | No | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 66 | 104 | 23-3 | Use of Force-Policy | 1A | Whenever there is an indication of possible criminal conduct by an officer, the officer will not be compelled to provide a statement. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review and approve policy provisions; confirm provisions incorporated into existing policy |

| Track # | P. | Pg -Ln | Topic | Priority | Requirement | Deadline | Monitor Review Approval | DOJ Review Approval | Responsibility | Commander/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existing Practice or Policy | Monitor Review | Notes |
|---------|-----|--------|---------------------|----------|--|--|-------------------------|---------------------|--|--|--------------|---|---|--|---|-----------------------------|----------------|---|
| 67 | 104 | 23-5 | Use of Force-Policy | 1A | If a FIT response is not appropriate, the supervisor will conduct the investigation, as an impartial fact-finder and will not be responsible for determining the ultimate disposition of the incident | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) *Needs to be conformed with Task #92 | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | No | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 68 | 104 | 23-7 | Use of Force-Policy | 1A | The supervisor will Identify and secure evidence to enable the supervisor to describe in detail the use of force and the facts and circumstances surrounding it. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 69 | 104 | 23-11 | Use of Force-Policy | 1A | Ensure collection of evidence sufficient to establish material facts related to the use of force, where reasonably available, including physical evidence, audio and video recordings, photographs, and other documentation of injuries or the absence of injuries. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Partial | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 70 | 104 | 23-15 | Use of Force-Policy | 1A | Make reasonable attempts to locate relevant civilian witnesses including the subject and third parties, and arrange for witnesses to be interviewed. Supervisors should use interview techniques taught in use of force investigation courses, including avoiding leading questions. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice. The "should" portion will not be monitored. |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|---------------------|-----------|---|--|---------------------------|---------------------|--|--|--------------|--|---|--|--|------------------------------|-----------------|--|
| 71 | 104 | 23-20 | Use of Force-Policy | 1A | Where practicable and warranted in the circumstances, ensure that all interviews with civilian witnesses are recorded. Interviews of the subject, or the subject’s refusal to be interviewed, will be audio or ICV recorded, if possible. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | No | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 72 | 104 | 24-1 | Use of Force-Policy | 1A | As with civilian witnesses, conduct separate interviews of officers involved in a use of force incident, unless unreasonable under the circumstances. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 73 | 104 | 24-4 | Use of Force-Policy | 1A | Require each officer at the scene to complete either a witness statement (if they did not use Type II use of force) or a Use of Force Statement (if they did use Type II use of force). Each officer will describe what he/she did and saw as comprehensively and descriptively as possible and in the context of the use of force by other officers, identifying all other officers involved in the incident when possible. The supervisor will assure such statements comply with SPD guidelines. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 74 | 104 | 24-12 | Use of Force-Policy | 1A | Review any ICV or holding cell video related to the incident, and red flag for retention ICV that documents contact with the subject. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |

| Track # | P. | Pg -Ln | Topic | Priority | Requirement | Deadline | Monitor Review Approval | DOJ Review Approval | Responsibility | Commander/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existing Practice or Policy | Monitor Review | Notes |
|---------|-----|--------|---------------------|----------|--|--|-------------------------|---------------------|--|--|--------------|--|---|--|--|-----------------------------|----------------|--|
| 75 | 104 | 24-14 | Use of Force-Policy | 1A | Canvass the area for privately-owned video that may have captured the contact, and attempt to obtain copies voluntarily. If owner refuses, document the location and/or owner of the video. If no privately-owned video is discovered, document that none was found. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | No | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 76 | 104 | 24-19 | Use of Force-Policy | 1A | Photograph the location where the incident occurred, to determine damage, and ensure that relevant evidence is collected. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 77 | 104 | 24-21 | Use of Force-Policy | 1A | Photograph any officer injuries or areas of complained injury, and any damaged government or private property. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 78 | 104 | 25-1 | Use of Force-Policy | 1A | Respond to the subject's location, and photograph the subject for identification purposes, and any visible injuries or places where the subject complains of injury. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 79 | 104 | 25-4 | Use of Force-Policy | 1A | Consider all relevant evidence, including circumstantial, direct, and physical evidence and make credibility determinations and resolve material inconsistencies in statements, if feasible. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance and effectiveness of this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |

| Track # | P. | Pg -Ln | Topic | Priority | Requirement | Deadline | Monitor Review Approval | DOJ Review Approval | Responsibility | Commander/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existing Practice or Policy | Monitor Review | Notes |
|---------|-----|--------|---------------------|----------|---|--|-------------------------|---------------------|--|--|--------------|--|---|--|---|-----------------------------|----------------|--|
| 80 | 104 | 25-6 | Use of Force-Policy | 1A | When possible, assess the subject's injuries and determine whether the subject's injuries are consistent with the force reported used by the officer(s). | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance and effectiveness of this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 81 | 104 | 25-10 | Use of Force-Policy | 1A | When a supervisor concludes that there may have been misconduct, the supervisor will consult with an on-duty commander of the permanent rank of lieutenant or above and ensure that OPA is notified. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 82 | 105 | 25-15 | Use of Force-Policy | 1A | An email or other form of notification of a reportable use of force will be forwarded to the supervisor's commanding officer by the end of the shift during which the force occurred. The notification will contain basic information concerning the incident. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 83 | 106 | 25-18 | Use of Force-Policy | 1A | Each supervisor will complete and document a use of force supervisory investigation using a Supervisor's Force Investigation Report (a revised form 1.40b) within 72 hours of learning of the use of force, unless an extension is approved by the supervisor's commanding officer. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | No | | Monitor will confirm and approve policy provisions; confirm that policy is incorporated; confirm, by review or audit, that timely reporting is occurring |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|---------------------|-----------|--|--|---------------------------|---------------------|--|--|--------------|--|---|--|---|------------------------------|-----------------|---|
| 84 | 106 | 25-22 | Use of Force-Policy | 1A | The Supervisor's Report will include the following: The supervisor's narrative description of the incident. A supervisor's narrative will summarize the force used by the officers and the subject, injuries sustained by the subject and the officer, and will describe the sequence of events. Additionally, it will document the supervisor's actions in reviewing or screening the incident. The summary should provide a commander reviewing the supervisor's summary a complete understanding of the incident from beginning to end, including, crucially, when each officer used force, why the force was necessary at each point in time, and how each injury, if any, occurred. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy, and any training and guidance developed for the review process. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will confirm and approve policy provisions; confirm reporting is occurring. The "summary should provide" portion will not be monitored. |
| 85 | 106 | 26-8 | Use of Force-Policy | 1A | The report will be accompanied by the use of force packet which contains documentation of all evidence that was gathered, including physical evidence; photographs; and names, phone numbers, addresses, and summaries of statements by all civilian witnesses to the incident. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will confirm and approve policy provisions; confirm reporting is occurring |
| 86 | 106 | 26-11 | Use of Force-Policy | 1A | In situations in which there are no known witnesses, the report will specifically state this fact. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will confirm and approve policy provisions; confirm reporting is occurring |
| 87 | 106 | 26-13 | Use of Force-Policy | 1A | In situations in which witnesses were present but the author of the report did not determine the identification, phone number, or address of those witnesses, the report will state the reasons why. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | No | | Monitor will confirm and approve policy provisions; confirm reporting is occurring |

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| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-----------------------|-----------|--|--|---------------------------|---------------------|--|--|---|---|---|---|--|------------------------------|-----------------|--|
| 88 | 106 | 26-17 | Use of Force-Policy | 1A | The names of all other SPD employees witnessing the use of force and summaries of their statements. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | No | | Monitor will confirm and approve policy provisions; confirm reporting is occurring |
| 89 | 106 | 26-19 | Use of Force-Policy | 1A | The supervisor's evaluation of the evidence, including any material inconsistencies in the evidence or statements. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) *Needs to be conformed with Task #70 | Sergeant's UoF training under development, completion by 3/31/13. | Use of force audits will be designed to assess if there is evidence indicating such an evaluation took place. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will confirm and approve policy provisions; confirm reporting is occurring |
| 90 | 107 | 27-1 | Use of Force-Policy | 1A | SPD will revise and clarify the process for review of a use of force report to incorporate the process detailed in this section of this Agreement | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Commander's UoF training under development, completion by 3/31/13 | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | NOTE: To be reviewed by Init#9 & #4 | No | | Monitor will confirm and approve policy provisions; confirm policy incorporated |
| 91 | 108 | 27-3 | Use of Force - Review | 1A | Upon completion of the supervisor's use of force investigation report and packet, the investigating supervisor will forward the packet through the chain of command. The reviewing lieutenant will review the report packet to ensure it is complete and the investigation was thorough and reach findings as to whether the use of force was lawful and consistent with policy. Each higher level supervisor in the chain will review the packet to ensure that it is complete, the investigation was thorough, and that the findings are supported by a preponderance of the evidence. | Current Practice | | | Policy - PSS Training - Training Section | D/C Metz Capt. Washburn Capt. Edwards | Refer to DP&P 6.247 Reviewing UOF, Bureau Commander. *Click on notes for link. | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Commander's UoF training under development, completion by 3/31/13 | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum NOTE: The FRB will provide oversight and ensure process was completed. | Yes | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |

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| Track # | P. | Pg -Ln | Topic | Priorty | Requirement | Deadline | Monitor Review Approval | DOJ Review Approval | Responsibility | Commander/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existing Practice or Policy | Monitor Review | Notes |
|---------|-----|--------|-----------------------|---------|--|--|-------------------------|---------------------|--|--|--------------|--|---|--|---|-----------------------------|----------------|--|
| 92 | 109 | 27-10 | Use of Force - Review | 1A | When it appears to a supervisor that there is additional relevant and material evidence that may assist in resolving inconsistencies or improve the reliability or credibility of the findings, that supervisor should ensure that additional investigation is completed. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Commander's UoF training under development, completion by 3/31/13 | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | |
| 93 | 109 | 27-12 | Use of Force - Review | 1A | When it appears to a supervisor that the findings are not supported by a preponderance of the evidence, that supervisor will modify the findings after consultation with the investigating supervisor and previous reviewers, and document the reasons for this modification, including the specific evidence or analysis supporting the modification. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Commander's UoF training under development, completion by 3/31/13 | Use of force audits will be designed to assess compliance including if there is evidence indicating such an evaluation took place. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will confirm and approve policy provisions; confirm review and modification (if warranted) is occurring |
| 94 | 109 | 27-17 | Use of Force - Review | 1A | If any investigative deficiencies exist, the reviewer will initiate corrective action where appropriate. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Commander's UoF training under development, completion by 3/31/13 | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 95 | 109 | 27-18 | Use of Force - Review | 1A | Every supervisor in the chain of command is responsible to assure the accuracy and completeness of the Investigation Reports completed by supervisors. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Commander's UoF training under development, completion by 3/31/13 | Use of force audits will be designed to assess compliance and evaluate the effectiveness as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | This requirement is spelled out more clearly in paragraph 108. |
| 96 | 110 | 27-21 | Use of Force - Review | 1A | When the precinct commander finds that the investigation is complete and the findings are supported by the evidence, the investigation file will be forwarded to the Use of Force Committee. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Commander's UoF training under development, completion by 3/31/13 | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum Init#9 - All | Yes | | Monitor will review and approve policy provision; confirm that Precinct Commanders are reviewing and forwarding the reports |

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| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-----------------------|-----------|---|---|---------------------------|---------------------|--|--|---|--|---|--|---|------------------------------|-----------------|---|
| 97 | 111 | 28-11 | Use of Force - Review | 1A | At the discretion of the officer's chain of command, or OPA in the case of potential misconduct, a use of force investigation may be assigned or re-assigned for investigation to FIT or to another supervisor, whether within or outside of the precinct in which the incident occurred, or may be returned to the Unit for further investigation or analysis. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Pugel Lt. Wilske OPA Kathryn Olson | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Commander's UoF training under development, completion by 3/31/13 | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Discretionary |
| 98 | 111 | 28-5 | Use of Force - Review | 1A | Where, after investigation, a use of force is found to be out of policy, or the investigation of the incident is lacking, the Chief or designee will direct and ensure appropriate corrective action, if warranted. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Washburn | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Commander's UoF training under development, completion by 3/31/13 | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum Init#9 - All | Yes | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 99 | 111 | 28-7 | Use of Force - Review | 1A | When the use of force indicates policy, training, tactical, or equipment concerns, the Chief or designee will ensure also that necessary training is delivered and that policy, tactical, or equipment concerns are resolved. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Commander's UoF training under development, completion by 3/31/13 | Use of force audits will be designed to assess whether the follow up actions occurred. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum Init#9 - All | Yes | | Monitor will confirm and approve policy provisions; confirm review and that necessary training is delivered and that other concerns are resolved. |
| 100 | 112 | 28-12 | Use of Force - Review | 1A | FIT will conduct investigations of (1) all Type III uses of force except for firearms discharges (which will continue to be investigated by the Homicide Unit and reviewed by the FRB); (2) any use of force that result in broken bones, loss of consciousness, or an admission to the hospital for treatment; the application of a neck hold (LVNR or Lateral Vascular Neck Restraint); hard strike to the head or neck with an impact weapon (flashlight, baton, or other object); (3) uses of force that potentially involve criminal conduct or misconduct on the part of the officer; and (4) uses of force referred to FIT by any SPD supervisor (and approved by the FIT commander), the Chief, his/her designee, or OPA. Response by FIT to a scene does not assume a criminal or administrative violation has occurred. | Policy to be delivered to monitoring team by 3/31/2013 Curriculum to be delivered to Monitor by February 1, 2013 | | | Policy - PSS Training - Training Section FIT Operations - Homicide Unit | A/C Pugel Lt. Wilske | Policy Curriculum to be delivered to Monitor by February 1, 2013 | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Dept wide e-learning roll out and patrol roll call training to be completed by 03/31/13 | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum Init#9 - All | No | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |

| Track # | P. | Pg -Ln | Topic | Priority | Requirement | Deadline | Monitor Review Approval | DOJ Review Approval | Responsibility | Commander/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existing Practice or Policy | Monitor Review | Notes |
|---------|-----|--------|-----------------------|----------|---|---|-------------------------|---------------------|---|----------------------------------|---|--|---|--|---|-----------------------------|----------------|--|
| 101 | 113 | 28-21 | Use of Force - Review | 1A | Type III uses of force will be investigated and documented by FIT, with assistance from the on-scene sergeant | Policy to be delivered to monitoring team by 3/31/2013 Curriculum to be delivered to Monitor by February 1, 2013 | | | Policy - PSS Training - Training Section FIT Operations - Homicide Unit | A/C Pugel Lt. Wilske | Policy Curriculum to be delivered to Monitor by February 1, 2013 | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Dept wide e-learning roll out and patrol roll call training to be completed by 03/31/13 | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum Init#9 - All | No | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 102 | 113 | 28-22 | Use of Force - Review | 1A | The FIT response will be tailored to the circumstances but will normally include one to three FIT detectives, the FIT sergeant, a Homicide Unit command level officer, and a Training Section representative. | Policy to be delivered to monitoring team by 3/31/2013 Curriculum to be delivered to Monitor by February 1, 2013 | | | Policy - PSS Training - Training Section FIT Operations - Homicide Unit | A/C Pugel Lt. Wilske | Policy Curriculum to be delivered to Monitor by February 1, 2013 | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Internal unit training to be completed by 03/31/13 | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum Init#9 - All | No | | Monitor will review and approve policy provision; confirm that the policy is incorporated. Unlikely this would be audited or reviewed for implementation |
| 103 | 113 | 28-24 | Use of Force - Review | 1A | The Training representative will not have investigative roles at the scene of a use of force, but will attempt to identify any policy or training issues. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section FIT Operations - Homicide Unit | A/C Sanford Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Not a training initiative. Refer to Lt. Wilske | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum Init#9 - All | No | | Monitor will review and approve policy provision; confirm that the policy is incorporated and fully implemented in actual practice |
| 104 | 113 | 29-2 | Use of Force - Review | 1A | At least one member of FIT or a homicide supervisor will be available at all times to evaluate potential referrals from SPD supervisors | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section FIT Operations - Homicide Unit | A/C Pugel Lt. Wilske | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | No specific training implications for this process, is consistent with current practice | Audits will be designed to assess compliance with this requirement. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum Init#9 - All | Yes | | Monitor will confirm and approve policy provisions; confirm that one member of FIT or a homicide supervisor is available at all times? Determine by reviewing schedules? Review all schedules, or audit some periodically? |

DRAFT Master Settlement Agreement Matrix - Confidential Pursuant to Settlement Agreement P.205

As of 4/15/2013

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-----------------------|-----------|--|--|---------------------------|---------------------|---|--|---|--|--|--|--|------------------------------|-----------------|--|
| 105 | 114 | 29-4 | Use of Force - Review | 1A | If a FIT investigation, at any point, reveals officer misconduct, a FIT supervisor will contact OPA. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section FIT Operations - Homicide Unit | A/C Pugel Lt. Wilske | Policy Curriculum to be delivered to Monitor by February 1, 2013 | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Internal unit training to be completed by 03/31/13 | Use of force audits will be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum Init#9 - All | No | | Monitor will confirm and approve policy provisions; confirm contacts to OPA are being made (how?) |
| 106 | 115 | 29-6 | Use of Force - Review | 1A | SPD will create a FIT training curriculum and procedural manual. | Policy to be delivered to monitoring team by 3/31/2013 | | | Homicide Unit | A/C Pugel Lt. Wilske | Policy | | No training implications | The curriculum and manual will establish standards that may be used in audits. | <i>Note: FIT implementation no longer is part of the 20/20 initiative but should be referenced in #4. Init#9 - All</i> | No | | Monitor will confirm that SPD has created the training and manual. |
| 107 | 116 | 29-7 | Use of Force - Review | 1A | FIT should be staffed with individuals with appropriate expertise and investigative skills to ensure that uses of force that are contrary to law or policy are identified and appropriately resolved; and that its investigations allow the Use of Force Committee to identify trends or patterns of policy, training, equipment, or tactical deficiencies, or positive lessons related to the use of force. | Personnel have been selected and will be assigned to FIT by 01/31/2013 | | | Homicide Unit | A/C Pugel Lt. Wilske | Policy | | Internal and external training opportunities have been identified and requested, this training will be ongoing | Audits will be designed to assess compliance with this requirement. | Yes Initiatives #4 - All Initiatives #9 - All | No | | |
| 108 | 117 | 29-12 | Use of Force - Review | 1A | The supervisor will have the following responsibilities in responding to a Type III use of force: A sworn supervisor will respond to the scene, and will ensure that appropriate medical aid is summoned for any injured party, either subject or officer. | Policy to be delivered to monitoring team by 3/31/2013 | | | Homicide Unit | D/C Metz A/C Sanford Capt. Edwards Capt. Washburn | Policy | | | Audits will be designed to assess compliance with this requirement. | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | Yes | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |
| 109 | 117 | 29-18 | Use of Force - Review | 1A | The supervisor will obtain sufficient basic information to determine whether a FIT response is appropriate and contact the FIT sergeant to screen a response. | Policy to be delivered to monitoring team by 3/31/2013 | | | Homicide Unit | D/C Metz A/C Sanford Capt. Edwards Capt. Washburn | Policy | | | Audits will be designed to assess compliance with this requirement. | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | No | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-----------------------|-----------|---|--|---------------------------|---------------------|-----------------|---------------------------|--------------|---------------|--|--|---|------------------------------|-----------------|--|
| 110 | 117 | 29-21 | Use of Force - Review | 1A | Whenever there is an indication of possible criminal conduct involving an officer, the officer will not be compelled to provide a statement. | Policy to be delivered to monitoring team by 3/31/2013 | | | Homicide Unit | . A/C Pugel Lt. Wilske | Policy | | Internal unit training to be completed by 03/31/13 | Audits will be designed to assess compliance with this requirement. | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | Yes | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |
| 111 | 117 | 30-1 | Use of Force - Review | 1A | The supervisor will ensure the scene is contained and will turn the scene over to the arriving FIT personnel. The scene will be left intact and will be processed by FIT personnel. | Policy to be delivered to monitoring team by 3/31/2013 | | | Homicide Unit | . A/C Pugel Lt. Wilske | Policy | | Dept. wide e-learning roll out and patrol roll call training to be completed by 03/31/2013 | Audits will be designed to assess whether there is evidence of compliance with this requirement. | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | No | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |
| 112 | 117 | 30-4 | Use of Force - Review | 1A | The supervisor will make reasonable attempts to locate civilian witnesses to the event, and identify and request that the witnesses standby for the FIT personnel's arrival. | Policy to be delivered to monitoring team by 3/31/2013 | | | Homicide Unit | . A/C Pugel Lt. Wilske | Policy | | Dept. wide e-learning roll out and patrol roll call training to be completed by 03/31/2013 | Audits will be designed to assess whether there is evidence of compliance with this requirement. | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | No | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |
| 113 | 118 | 30-9 | Use of Force - Review | 1A | FIT personnel will take control of the use of force investigation upon their arrival. | Policy to be delivered to monitoring team by 3/31/2013 | | | Homicide Unit | . A/C Pugel Lt. Wilske | Policy | | Internal unit training to be completed by 03/31/13 | Use of force audits will be designed to assess compliance with this requirement. | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | No | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |
| 114 | 118 | 30-11 | Use of Force - Review | 1A | Where possible, FIT detectives will ensure that all interviews with civilian witnesses are recorded. | Policy to be delivered to monitoring team by 3/31/2013 | | | Homicide Unit | . A/C Pugel Lt. Wilske | Policy | | Internal unit training to be completed by 03/31/13 | Use of force audits will be designed to assess compliance with this requirement. | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | No | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |

DRAFT Master Settlement Agreement Matrix - Confidential Pursuant to Settlement Agreement P.205

As of 4/15/2013

| Track # | P. | Pg -Ln | Topic | Priority | Requirement | Deadline | Monitor Review Approval | DOJ Review Approval | Responsibility | Commander/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existing Practice or Policy | Monitor Review | Notes |
|---------|-----|--------|-----------------------|----------|--|--|-------------------------|---------------------|----------------|---------------------------|--------------|---------------|--|---|---|-----------------------------|----------------|--|
| 115 | 118 | 30-13 | Use of Force - Review | 1A | FIT personnel will arrange for a canvass for any privately-owned video that may have captured the contact, and attempt to obtain copies voluntarily. If the owner refuses, they will document the location and/or owner of the video. If no privately-owned video is discovered, they will document that none was found. | Policy to be delivered to monitoring team by 3/31/2013 | | | Homicide Unit | . A/C Pugel Lt. Wilske | Policy | | Internal unit training to be completed by 03/31/13 | Use of force audits will be designed to assess compliance with these requirement. | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | No | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |
| 116 | 118 | 30-18 | Use of Force - Review | 1A | The FIT supervisor will arrange for photographing and processing of the scene. | Policy to be delivered to monitoring team by 3/31/2013 | | | Homicide Unit | . A/C Pugel Lt. Wilske | Policy | | Internal unit training to be completed by 03/31/13 | Use of force audits will be designed to assess compliance with this requirement. | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | No | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |
| 117 | 118 | 30-20 | Use of Force - Review | 1A | FIT detectives will respond to the subject's location, and request a medical release if relevant, as well as an audio-recorded interview. They will also photograph areas of injury or complaint of injury. | Policy to be delivered to monitoring team by 3/31/2013 | | | Homicide Unit | . A/C Pugel Lt. Wilske | Policy | | Internal unit training to be completed by 03/31/13 | Use of force audits will be designed to assess compliance with this requirement. | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | No | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |
| 118 | 118 | 31-1 | Use of Force - Review | 1A | The FIT supervisor or commander will respond to the FIT office and arrange for ICV downloads as well as witness statements from all witness officers prior to the end of their shift(s) unless impracticable | Policy to be delivered to monitoring team by 3/31/2013 | | | Homicide Unit | . A/C Pugel Lt. Wilske | Policy | | Internal unit training to be completed by 03/31/13 | Use of force audits will be designed to assess compliance with this requirement. | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | No | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |
| 119 | 118 | 31-4 | Use of Force - Review | 1A | When available, the FIT detectives will conduct in-person interviews of the involved officers. | Policy to be delivered to monitoring team by 3/31/2013 | | | Homicide Unit | . A/C Pugel Lt. Wilske | Policy | | Internal unit training to be completed by 03/31/13 | Use of force audits will be designed to assess compliance with this requirement. | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | No | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-----------------------|-----------|--|--|---------------------------|---------------------|---|--|--------------|--|---|--|---|------------------------------|-----------------|--|
| 120 | 118 | 31-6 | Use of Force - Review | 1A | The FIT supervisor or commander will arrange for the involved officers to submit a use of force written statement as soon as practicable | Policy to be delivered to monitoring team by 3/31/2013 | | | Homicide Unit | . A/C Pugel Lt. Wilske | Policy | | Internal unit training to be completed by 03/31/13 | Use of force audits will be designed to assess compliance with this requirement. | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | No | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |
| 121 | 118 | 31-8 | Use of Force - Review | 1A | The FIT sergeant or commander will be responsible for ensuring notification of a FIT investigated use of force, which will be forwarded to the involved officer's chain of command up to the Chief, as well as the Investigation Bureau Commander, no later than 12 hours after learning of the use of force, unless impractical. This notification will contain basic information about the incident. | Policy to be delivered to monitoring team by 3/31/2013 | | | Homicide Unit | . A/C Pugel Lt. Wilske | Policy | | Internal unit training to be completed by 03/31/13 | Use of force audits will be designed to assess compliance with this requirement. | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | No | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |
| 122 | 118 | 31-14 | Use of Force - Review | 1A | Within 30 days or as soon as possible thereafter, the FIT commander will present the completed investigation to the commander of the Investigation Bureau for review as to completeness of investigation. | Policy to be delivered to monitoring team by 3/31/2014 | | | Homicide Unit | . A/C Pugel Lt. Wilske | Policy | | Internal unit training to be completed by 03/31/13 | Use of force audits will be designed to assess compliance with this requirement. | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | No | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |
| 123 | 118 | 31-16 | Use of Force - Review | 1A | This review (above IB Commander's) will normally be completed within three business days. The investigation will then be forwarded to the involved officer's chain of command. After this review has been completed, the FIT commander will be responsible for presenting the investigation to the Use of Force Committee (UFC). Consistent with current officer-involved shooting protocols, any presentations to the command staff will also be the responsibility of the FIT commander. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section/Ho micide Unit | A/C Pugel Lt. Wilske Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | No specific training requirement to complete this process | Use of force audits will be designed to assess compliance with this requirement. | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | No | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-----------------------|-----------|---|--|---------------------------|---------------------|---|--|--------------|--|---|--|---|------------------------------|-----------------|--|
| 124 | 118 | 32-1 | Use of Force - Review | 1A | If at any time during the investigation, information is obtained that suggests either criminal liability on the part of any officer, or misconduct (as defined previously) on the part of any officer, the FIT commander will be responsible for notifying the command staff, and taking one of the two following actions: (1) Criminal Liability or (2) Misconduct | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section/Ho micide Unit | A/C Pugel Lt. Wilske Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Ongoing attendance at external use of force training for the FIT commander | Use of force audits will be designed to assess compliance with this requirement. | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | Yes | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |
| 125 | 118 | 32-6 | Use of Force-- Review | 1A | Criminal Liability – If at any time information is obtained that suggests that an officer may have committed a crime during the use of force incident, the investigation will immediately be referred to the OPA. If OPA agrees that a criminal investigation is appropriate, they will refer the investigation back to the Homicide Unit commander or another investigative body per current practice, for assignment to an uninvolved Homicide sergeant for bifurcated criminal and administrative investigations using a “Clean Team” and “Exposed Team” approach. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section/Ho micide Unit | A/C Pugel Lt. Wilske Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | No specific training implications for this process, is consistent with current practice | Use of force audits will be designed to assess compliance with this requirement. | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | Yes | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |
| 126 | 118 | 32-14 | Use of Force - Review | 1A | All information gathered during the administrative investigation to date will be screened through a Case Master, who will ensure no information that would compromise the criminal investigation is passed on to the Homicide sergeant doing the criminal case. Additionally, any compelled interview of the subject officer(s) will be delayed until the end of the investigation. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section/Ho micide Unit | A/C Pugel Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | No specific training implications for this process, is consistent with current practice | Use of force audits will be designed to assess compliance with this requirement. | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | Yes | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |
| 127 | 118 | 32-20 | Use of Force - Review | 1A | A representative of the King County Prosecutor’s Office or the City Attorney’s Office will be consulted when necessary during the course of the criminal investigation. While the administrative investigation will continue, the criminal investigation will have priority over witnesses and evidence. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section/Ho micide Unit | A/C Pugel Lt. Wilske Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | No specific training implications for this process, is consistent with current practice | Limited audit ability | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | Yes | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-----------------------|-----------|---|--|---------------------------|---------------------|---|---|---|--|---|--|---|------------------------------|-----------------|--|
| 128 | 118 | 33-3 | Use of Force - Review | 1A | Misconduct (as defined in Section II) – If at any time information is obtained that an officer may have committed misconduct during the use of force incident, the OPA Director will be advised and the misconduct investigation referred to their office. The assigned FIT investigator will continue to complete the use of force investigation. | Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section/Ho micide Unit | A/C Pugel Lt. Wilske Capt. Washburn Capt. Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | No specific training implications for this process, is consistent with current practice | | Yes Initiatives #4 - All Initiatives #6 - Curriculum Initiatives #7 - curriculum Init#9 - All | Yes | | Monitor will confirm and approve provisions of procedural manual; confirm and approve training; confirm that procedure is being followed |
| 129 | 119 | 33-10 | Use of Force - Review | 1A | SPD has established a use of force committee. For purposes of this Agreement, this committee is referred to as the Use of Force Committee (“UFC”). SPD may rename the committee. This committee will conduct timely, comprehensive, and reliable reviews of all Type II and Type III uses of force. | Policy to be delivered to monitoring team by 6/30/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Pugel A/C Sanford Capt Washburn Capt Edwards | Policy Refer to USB drive Training Resources File G - Use of Force Review Board | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Existing Use of Force review protocol | | Yes Initiatives #9 - All | Yes | | Monitor will confirm and approve policy provisions; confirm that policy is incorporated and implemented |
| 130 | 120 | 33-14 | Use of Force - Review | 1A | The UFC will consist of: an Assistant Chief or his designee (who will chair the Committee); supervisors from the Training Section; one representative from each involved precinct, selected by each precinct captain; and a representative from the PSS. The Chair may include any subject matter experts the Chair feels would be helpful in reviewing particular incidents. | Policy to be delivered to monitoring team by 6/30/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Pugel A/C Sanford Capt Washburn Capt Edwards | Policy Refer to USB drive Training Resources File G - Use of Force Review Board | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Existing Use of Force review protocol | Use of force audits will be designed to assess compliance to the review process including whether required subject matter was considered and addressed. The audit will not evaluate the decisions. | Yes Initiatives #9 - All | Yes | | Monitor will confirm and approve policy provisions; confirm that the committee is appropriately constituted |
| 131 | 121 | 33-19 | Use of Force - Review | 1A | Each member will receive a minimum of eight hours of training on an annual basis, including legal updates regarding use of force and curriculum utilized by the Training Section regarding use of force | Policy to be delivered to monitoring team by 6/30/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Sanford Capt Washburn Capt Edwards | Policy Refer to USB drive Training Resources File G - Use of Force Review Board | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Existing Use of Force review protocol | Training audits will be designed to assess compliance with this requirement. | Yes Init#9 - All | No | | Monitor will confirm and approve policy provisions; confirm training has occurred for relevant personnel |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-----------------------|-----------|--|--|---------------------------|---------------------|--|--|--|--|---|--|--|------------------------------|-----------------|---|
| 132 | 123 | 34-1 | Use of Force - Review | 1A | The UFC will review each use of force packet to determine whether the findings from the chain of command regarding whether the force used is consistent with law and policy and supported by a preponderance of the evidence, whether the investigation is thorough and complete, and whether there are tactical, equipment, or policy considerations that need to be addressed. | Policy to be delivered to monitoring team by 6/30/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Pugel Capt Edwards | Policy Refer to USB drive Training Resources File G - Use of Force Review Board | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Existing Use of Force review protocol | Use of force audits will be designed to assess compliance to the review process including whether required subject matter was considered and addressed. The audit will not evaluate the decisions. | Yes Init#9 - All | ? | | Monitor will confirm and approve policy provisions; confirm that policy is incorporated and implemented |
| 133 | 124 | 34-6 | Use of Force - Review | 1A | The review of FIT investigations is the same as for Type II investigations, except the FIT investigation review will be chaired by a Deputy Chief. | Policy to be delivered to monitoring team by 6/30/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Pugel Capt Edwards | Policy Refer to USB drive Training Resources File G - Use of Force Review Board | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Existing Use of Force review protocol | Use of force audits will be designed to assess compliance with this requirement. | Yes Init#4 - All | No | | Monitor will confirm and approve policy provisions; confirm that policy is incorporated and implemented |
| 134 | 124 | 34-8 | Use of Force - Review | 1A | The Monitor and SPD will explore ways to include others in the review of FIT investigations, including civilian observers. | 2nd Quarter 2013 | | | Monitor | A/C Pugel | SPD to discuss civilian observers _____ with monitor | N/A | | None | Yes Init#9 - All Note: Is the intent for FIT investigations to be reviewed by the FRB or a separate board? | Yes | | Monitor will consult with SPD; requirement to include others in FIT investigations is not mandatory |
| 135 | 124 | 34-9 | Use of Force - Review | 1A | Consistent with current practice and the provisions above, the UFC will document its findings and recommendations for FIT investigations. | Policy to be delivered to monitoring team by 6/30/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Pugel Capt Washburn Capt Edwards | Policy | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Draft of findings and recommendations form to be submitted prior to January31 | Usable as supporting documentation regarding the review process. | Yes Init#9 - All | No | | Monitor will confirm and approve policy provisions; confirm that policy is incorporated and implemented |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
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| 136 | 124 | 34-10 | Use of Force - Review | 1A | Unless an extension is granted by the Chair, the review should be conducted within seven days of the FIT presentation to the UFC. | Policy to be delivered to monitoring team by 6/30/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Pugel Capt Edwards | Policy Refer to USB drive Training Resources File G - Use of Force Review Board | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Review occurs day of presentation | Use of force audits will be designed to assess compliance with this requirement. | Yes Init#9 - All | No | | |
| 137 | 125 | 34-13 | Use of Force - Review | 1A | The UFC will not make recommendations concerning discipline; however, the Chair of the UFC is obligated to ensure a referral to OPA is made if potential misconduct is discovered in the review process. | Policy to be delivered to monitoring team by 6/30/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Pugel Capt Edwards | Policy Refer to USB drive Training Resources File G - Use of Force Review Board | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Existing Use of Force review protocol | Limited | Yes Init#9 - All | No | | Monitor will confirm and approve policy provisions; confirm that referrals are being made? |
| 138 | 125 | 34-15 | Use of Force - Review | 1A | Should policy, equipment, or training deficiencies be noted in the review process, the UFC Chair will ensure that they are brought to the attention of the relevant commanding officer for appropriate action. | Policy to be delivered to monitoring team by 6/30/2013 | | | Policy - PSS Training - Training Section | D/C Metz Capt Edwards | Policy Refer to USB drive Training Resources File G - Use of Force Review Board | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Existing Use of Force review protocol | Use of force audits will be designed to assess compliance with this requirement. | Yes Init#9 - All | Yes | | Monitor will confirm and approve policy provisions; confirm that policy is incorporated and implemented |
| 139 | 125 | 34-17 | Use of Force - Review | 1A | The Bureau Commander of the officer involved with the use of force will have the final responsibility regarding retraining or recommending discipline to the Chief. | Policy to be delivered to monitoring team by 6/30/2013 | | | Policy - PSS Training - Training Section | D/C Metz A/C Pugel Capt Edwards | Refer to DP&P 6.247 Reviewing UOF, Bureau Commander | PSS Project 2012-P-067 (In progress; assigned to Dan Curtis and Brendan Kolding) | Commander's UoF training under development, completion by 3/31/13 | Use of force audits will be designed to assess any required follow up actions | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum Init#9 - All | ? | | Monitor will confirm and approve policy provisions; confirm that policy is incorporated and implemented |
| 140 | 126 | 34-21 | Garrity | | Within 90 days of the Effective Date, the City and the United States will confer and agree on a process to determine what, if any, new policies or procedures regarding Garrity are necessary based on the DOJ's technical assistance letter that have not already been addressed in the Settlement Agreement. This process may include convening a appropriate police, legal, and other experts to examine best practices in providing Garrity warnings | Forum to be completed by end of first quarter 2013 | | | Policy - PSS | A/C Sanford Capt Washburn | Currently under discussion with City Attorney, DOJ & SPD | N/A | | None | Yes Init#4 - All | No | | Monitor will confirm that the parties conferred within the time required and agreed on a process |

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| 141 | 126 | 35-2 | Garrity | | At the conclusion of that process, the Parties will meet and confer regarding what, if any, additional policies and procedures should be implemented. | Policy developmen t pending Forum | | | Policy - PSS | A/C Sanford Capt Washburn | Policy if Needed | N/A | | Any resulting changes to policy may have to be incorporated into the audits. | Yes Init#4 - All | No | | Monitor will confirm that the parties conferred as required |
| 142 | 127 | 35-7 | Garrity | | SPD will review all use of force policies and training to ensure they incorporate, and are consistent with, the Constitution and all provisions of this Agreement. | Policy developmen t pending Forum | | | Policy - PSS | A/C Sanford Capt Washburn | Policy if Needed | N/A | | None | Yes Init#4 - All | Yes | | Monitor will confirm that SPD reviewed all policies and training as required |
| 143 | 128 | 35-11 | Use of Force - Training | 1A | The required use of force training topics identified below will be included, where possible, in SPD's current annual in-service training requirements: SPD's use of force training for all patrol and other relevant officers will address the following use of force topics: a) SPD's use of force policy, use of force reporting requirements, and the mechanics of efficiently writing an informative use of force report; | Current 2012 training | | | Policy - PSS Training - Training Section | A/C Sanford Capt Washburn Capt Edwards | Refer to USB drive Training Resources File E - Use of Force Decision Making | | New use of force training | Training audits will be designed to determine if the required subject matter is included in lesson plans, that they are approved and that delivery is consistent with the lesson plan. | | Yes | | Monitor will review use of force training, confirm that it includes the required topics, and confirm that relevant personnel trained |
| 143 | 128 | 35-11 | Use of Force - Training | 1A | The required use of force training topics identified below will be included, where possible, in SPD's current annual in-service training requirements: SPD's use of force training for all patrol and other relevant officers will address the following use of force topics: a) SPD's use of force policy, use of force reporting requirements, and the mechanics of efficiently writing an informative use of force report; | Current 2012 training | | | Training - Training Section | A/C Sanford Capt Edwards | Refer to USB drive Training Resources File E - Use of Force Decision Making | N/A | These trainings will not be included in the annual "Street Skills" program, but are separate training initiatives | Training audits will be designed to determine if the required subject matter is included in lesson plans, that they are approved and that delivery is consistent with the lesson plan. | Yes Init#4 - All | Yes | | Monitor will review use of force training, confirm that it includes the required topics, and confirm that relevant personnel trained |
| 144 | 128 | 35-15 | Use of Force - Training | 1A | b) proper use of force decision-making; | Current 2012 training | | | Training - Training Section | A/C Sanford Capt Edwards | Refer to USB drive Training Resources File E - Use of Force Decision Making | N/A | Ongoing in 2012. Training offered in conjunction with Qualification and Prism training. | Training audits will be designed to determine if the required subject matter is included in lesson plans, that they are approved and that delivery is consistent with the lesson plan. | Yes Init#2 - All Init#4 - All | Yes | | Monitor will review use of force training and confirm that it includes the required topics |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
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| 145 | 128 | 35-16 | Use of Force - Training | 1A | c) the Fourth Amendment and related law; | Current 2012 training | | | Training - Training Section | A/C Sanford Capt Edwards | Refer to USB drive Training Resources File E - Use of Force Decision Making | N/A | Ongoing in 2012. Training offered in conjunction with Qualification and Prism training. | Training audits will be designed to determine if the required subject matter is included in lesson plans, that they are approved and that delivery is consistent with the lesson plan. | Yes Init#4 - All Init#5 - All | Yes | | Monitor will review use of force training and confirm that it includes the required topics |
| 146 | 128 | 35-17 | Use of Force - Training | 1A | d) role-playing scenarios and interactive exercises that illustrate proper use of force decision-making; | 1st Qtr 2013 | | | Training - Training Section | A/C Sanford Capt Edwards | Refer to USB drive Training Resources File D - Street Skills 2013 | N/A | Curriculum complete as of 12/19/12. Training to begin Q1 2013 | Training audits will be designed to determine if the required subject matter is included and that delivery is consistent with the lesson plan. | Yes Init#2 - All Init#4 - All | Yes | | Monitor will review use of force training and confirm that it includes the required topics |
| 147 | 128 | 35-18 | Use of Force - Training | 1A | e) the appropriate use of de-escalation techniques. | 1st Qtr 2013 | | | Training - Training Section | A/C Sanford Capt Edwards | Refer to USB drive Training Resources File A | N/A | Curriculum complete as of 12/21/12. Training to begin Q1 2013 | Training audits will be designed to determine if the required subject matter is included and that delivery is consistent with the lesson plan. | Yes Init#2 - All Init#4 - All Init#16 - All | Yes | | Monitor will review use of force training and confirm that it includes the required topics |
| 148 | 129 | 35-20 | Use of Force - Training | 1A | In addition to the topics above, sworn and other relevant SPD supervisors will receive training on the following topics: Use of force (1) SPD's use of force policy and use of force reporting requirements | See Track #8. Use of Force Policy to be delivered to monitoring team by 3/31/2013 | | | Training - Training Section | A/C Sanford Capt Edwards | | N/A | Sergeant's UoF training under development, completion by 3/31/13. | Training audits will be designed to determine if the required subject matter is included and that delivery is consistent with the lesson plan. | Yes Init#4 - All | Yes | | Monitor will review use of force training, confirm that it includes the required topics, and confirm that relevant personnel trained |
| 149 | 129 | 36-1 | Use of Force - Training | 1A | conducting use of force investigations, including the supervisory investigatory responsibilities identified in this Agreement | See Track #8. Use of Force Policy to be delivered to monitoring team by 3/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt Edwards Capt Washburn | | N/A | Sergeant's UoF training under development, completion by 3/31/13. | Training audits will be designed to determine if the required subject matter is included and that delivery is consistent with the lesson plan. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review use of force training and confirm that it includes the required topics |

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| 150 | 129 | 36-3 | Use of Force - Training | 1A | evaluation of written reports | Consult with Monitor LE consultants by 2nd Qtr 2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt Edwards Capt Washburn | | N/A | Sergeant's UoF training under development, completion by 3/31/13. | Training audits will be designed to determine if the required subject matter is included and that delivery is consistent with the lesson plan. | Yes Init#4 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review use of force training and confirm that it includes the required topics |
| 151 | 129 | 36-4 | Use of Force - Training | 1A | burdens of proof; interview techniques; and the factors to consider when evaluating officer, complainant, or witness credibility, to ensure that investigative findings, conclusions, and recommendations are unbiased, uniform, and legally sound; | See Track #8. Use of Force Policy to be delivered to monitoring team by 3/31/2013 | | | Training - Training Section | A/C Sanford Capt Edwards | | N/A | Sergeant's UoF training under development, completion by 3/31/13. | Training audits will be designed to determine if the required subject matter is included and that delivery is consistent with the lesson plan. | Yes Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review use of force training and confirm that it includes the required topics |
| 152 | 129 | 36-8 | Use of Force - Training | 1A | LEED leadership training or other similar training, and techniques for de-escalating conflict, including peer intervention when necessary. | Current Curriculum for Post BLEA In Service Curriculum to monitor 3/31/13 | | | Training - Training Section | A/C Sanford Capt Edwards | Refer to USB drive Training Resources File I - LEED Post BLEA ppt | N/A | New hired Post BLEA training begun June 2012 LEED training under development. Completion by 3/31/13 | Training audits will be designed to determine if the required subject matter is included and that delivery is consistent with the lesson plan. | Yes Init#2 - All Init#4 - All Init#6 - Curriculum Init#7 - Curriculum Init#16 - All | No | | Monitor will review use of force training and confirm that it includes the required topics |
| 153 | 129 | 36-11 | Use of Force - Training | 1A | Use and analysis of SPD data systems that track officer activity: EIS, ICV and Street Check database | New curriculum delivered to monitor by 3/31/13 *see notes | | | Training - Training Section | A/C Sanford Capt Edwards | | N/A | New sergeant training. Currently in development. Target date 3/31/13 | Training audits will be designed to determine if the required subject matter is included and that delivery is consistent with the lesson plan. | Yes Init#13 - All | Yes | | Monitor will review use of force training and confirm that it includes the required topics *New ICV system in progress, there is current ICV curriculum but will be revised. |
| 154 | 129 | 36-15 | Use of Force - Training | 1A | OPA: How and when to forward complaints received at precincts to OPA; How and when to refer complaints to OPA; and Responding to and investigating allegations of officer misconduct not otherwise handled by OPA. | | | | Training - Training Section | A/C Sanford OPA-K. Olson Capt Edwards | | N/A | New sergeant training. Currently in development. Target date 3/31/13 | Training audits will be designed to determine if the required subject matter is included and that delivery is consistent with the lesson plan. | Yes Init#18 - ms E Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review use of force training and confirm that it includes the required topics |

| Track # | P. | Pg -Ln | Topic | Priorty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
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| 155 | 129 | 36-21 | Use of Force - Training | 1A | Use of performance impact system in officer evaluations. | | | | Training - Training Section | A/C Sanford Capt Edwards | | N/A | New sergeant training. Currently in development. Target date 3/31/13 | Training audits will be designed to determine if the required subject matter is included and that delivery is consistent with the lesson plan. PAS audits may assess effectiveness. | Maybe Init#13 - All Init#4 - ms D NOTE: What is Performance Impact System? | Yes | | Monitor will review use of force training and confirm that it includes the required topics |
| 156 | 130 | 37-2 | Crisis Intervention | 1C | SPD will continue its work in providing training in verbal tactics with the goal of reducing the use of force against individuals in behavioral or mental health crisis, or who are under the influence of drugs or alcohol, and to direct or refer such individuals to the appropriate services where possible. | CJTC CIT scheduled: 1/31/2013 Minimum 50 new 40-hr trained officers by 12/2013. CIAD Final lesson plan to monitor: 6/1/2013 1st CIAD class: 9/2013 | | | CIT -Unit | A/C McDonagh Sgt. Fountain | Minimum 50 officers attend CJTC 40-hour.CIT course in 2013 Conduct SPD Crisis Intervention Awareness and De-escalation Class for all SPD by the end of 4th Qtr of 2014 | N/A | | Training audits will be designed to determine if the required subject matter is included and that delivery is consistent with the lesson plan. | Yes Init#2 - ms D Init#4 - All Init#16 - All | Yes | | Monitor will review CIT training, confirm that it includes the required topics, and confirm that relevant personnel trained. CJTC 40-hour course includes de-escalation and support referral SPD CIAD course includes practical de-escalation skills and behavioral intercept training. |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
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| 157 | 130 | 37-6 | Crisis Intervention | 1C | SPD will continue to provide Crisis Intervention training as needed to ensure that CI trained officers are available on all shifts to respond to incidents or calls involving individuals known or suspected to have a mental illness, substance abuse, or a behavioral crisis (“individuals in crisis”). | Detailed evaluation of CIT coverage: 3/15/2013 | | | CIT -Unit | A/C McDonagh Sgt. Fountain | Deliver a detailed assessment of patrol CIT coverage. Refer to CIT Plan. | N/A | | Training audits will be designed to determine if the required subject matter is included and that delivery is consistent with the lesson plan. | Yes Init#4 - All | Yes | | Monitor will review CIT training and confirm that it includes the required topics; confirm that CI trained officers are available on all shifts. Current % of CIT-trained per precinct and watch: Total Patrol .38 (Ratio 1:2.6) West Precinct .43 North Precinct .35 South Precinct .36 East Precinct .40 Southwest .35 First Watch .45 Second Watch .37 Third Watch .36 While these ratios appear to represent availability of CIT-trained officers on all watches on all shifts, we will analyze coverage to account for furlough days |
| 158 | 131 | 37-10 | Crisis Intervention | 1C | SPD will maintain its program of dispatching CI trained officers to incidents or calls involving individuals in crisis. | Memorandum: 3/15/2013 Policy 6/30/2013 Lesson plan for Comm 9/1/2013 Classes for Com begin 10/1/2013 All Com staff 12/2013 | | | CIT -Unit | A/C McDonagh Sgt. Fountain | Interim memorandum detailing procedure for 9-1-1 screening and dispatch of CIT officer to crisis calls. Incorporate into policy and procedure publication on response to persons in crisis. Commence training for Com personnel. | N/A | | Crisis intervention audits may be designed to assess compliance with this requirement as incorporated into policy. | No | Yes | | Monitor will review and approve policy and confirm that it is being followed. Response to persons in crisis is currently directed by Procedures and Tactics publication 028, which directs dispatchers to send a CIT-trained officer to call of persons in crisis. This P+T section is being revised as a policy and procedures section. Pending publication of the revised policy, we will direct CIT-trained response to apparent crisis calls or those involving mental illness. In consultation with the CIC, CIT Unit will provide awareness training for SPD Communications personnel to support this policy and procedure. |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
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| 159 | 132 | 37-12 | Crisis Intervention | 1C | CI trained officers will take the lead, when appropriate, in interacting with individuals in crisis. If a supervisor has assumed responsibility for the scene, the supervisor will seek the input of CI trained officers on strategies for resolving the crisis event where it is reasonable and practical to do so | Memorandum: 3/15/2013 Policy: 6/30/2013 | | | CIT -Unit | A/C McDonagh Sgt. Fountain | Interim memorandum revising policy and procedure CIT officer and supervisor duties and responsibilities in response to crisis calls. Incorporate into policy and procedure publication on response to persons in crisis. | N/A | | Crisis intervention audits may be designed to assess compliance with this requirement as incorporated into policy. | Yes Init#4 - All | Yes | | Monitor will review and approve policy and confirm that it is being followed. Response to persons in crisis is currently directed by Procedures and Tactics publication 028, which directs CIT-officer and supervisor duties and responsibilities in response to crisis calls. This P+T section is being revised as a policy and procedures section. Pending publication of the revised policy, we will direct CIT-trained response to apparent crisis calls or those involving mental illness. CIAD training will reinforce this policy and procedure. |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
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| 160 | 133 | 37-13 | Crisis Intervention | 1C | To be considered “CI trained,” SPD officers will be required to undergo a 40-hour initial comprehensive CI training, and eight hours of in-service CI training annually thereafter. SPD’s CI training will continue to address field evaluation, suicide intervention, community mental health resources, crisis de-escalation, and scenario exercises. | CJTC CIT scheduled: 1/31/2013 Minimum 50 new 40-hr trained officers by 12/2013 CIAD Final lesson plan to monitor: 9/1/2013 1st CIAD class: 10/1/2013 Memorandum: 3/15/2013 Policy: 6/30/2013 | | | CIT -Unit | A/C McDonagh Sgt. Fountain | Minimum 50 officers attend CJTC 40-Hour CIT course in 2013. Conduct SPD Crisis Intervention Awareness and De-escalation Class for all SPD beginning 10/2013. CIAD course content includes field evaluation, suicide intervention, community mental health resources, crisis de-escalation and scenario exercises. Interim memorandum revising policy and procedure defining "CIT-trained" as attendance at 40-hour course, and directing annual refresher training. Incorporate into comprehensive policy and procedure publication on response to persons in crisis. *SPD to request CJTC 40hr curriculum. | N/A | | Crisis intervention and training audits will be designed to assess compliance and effectiveness of this requirement. | Yes Init#4 - ms B | Partial | | Monitor will review and approve training; confirm that "CI trained" officers receive the training |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
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| 161 | 133 | 37-19 | Crisis Intervention | 1C | The training may include on-site visitation to mental health facilities and interaction with individuals with a mental illness. | CJTC CIT scheduled: 1/31/2013 Minimum 50 new 40-hr trained officers by 12/2013 CIAD Final lesson plan to monitor: 9/1/2013 1st CIAD class: 10/1/2013 | | | CIT -Unit | A/C McDonagh Sgt. Fountain | Video in lieu of on-site visits with the mentally in and facilities. Minimum 50 officers attend CJTC 40-Hour CIT course in 2013. Current course includes presentations by mental health advocacy groups and community resources. Conduct SPD Crisis Intervention Awareness and De-escalation Class for all SPD begin in 2013. Include video presentations by mental health advocacy and community resources. SPD to request CJTC curriculum. | N/A | | None | Yes Init#8 - ms E | | | |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
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| 162 | 133 | 37-21 | Crisis Intervention | 1C | Additionally, the CI training will provide clear guidance as to when an officer may detain an individual solely because of his/her crisis. | Current CIT Curriculum to be provided to monitor in 3rd Quarter 2013. CIAD Final lesson plan to monitor by: 9/1/2013 1st CIAD class: 10/1/2013 | | | CIT -Unit | A/C McDonagh Sgt. Fountain | Current course includes comprehensive training on mental healthcare law and emergent detentions. CIAD Course curriculum includes comprehensive instruction of mental health law and emergent detentions, with practical exercises and evaluation. | N/A | | Crisis intervention and training audits will be designed to assess compliance and effectiveness of this requirement as incorporated into policy. | Yes Init#4 - All | Yes | | Monitor will review and approve training. Revised Code of Washington (RCW) 71.05 provides for law enforcement authority to perform and emergent detention for involuntary mental health evaluation when an officer has reasonable cause to believe that the detained person presents an imminent risk of serious harm to self, others or property, or is gravely disabled, because of a mental disorder. Experts in mental health law including prosecutors, defense attorneys and Designated Mental Health Professionals (DMHP) collaborate with the 40-hour CJTC course development and delivery, and have partnered with SPD for the development of the CIAD course. |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|----------------------|-----------|---|--|---------------------------|---------------------|-----------------|-----------------------------------|---|---------------|-------------|--|--|------------------------------|-----------------|--|
| 163 | 133 | 37-22 | Crisis Interventi on | 1C | SPD will consult with the Crisis Intervention Committee (“CIC”) regarding changes to the curriculum going forward | Memorandu m and draft outline of committee charter : 3/31/2013 First meeting 5/1/2013 | | | CIT -Unit | A/C McDonagh Sgt. Fountain | Draft CIC charter to include organization, responsibilities and meeting schedule. CIC to review curriculum by 5/22/2013. | N/A | | Crisis intervention and training audits will be designed to assess compliance and effectiveness of this requirement as incorporated into policy. | Yes Init#4 - All NOTE: Function of CIC should be coordinated with Init#4. | No | | Monitor will confirm consultation occurred. Recruit diverse representation from community partners and other stakeholders for review, input and recommendations. At first meeting, not later than 4/2/2013, establish frequency of committee meetings. |
| 164 | 134 | 38-1 | Crisis Interventi on | 1C | SPD officers who do not receive the comprehensive CI training will receive basic training on crisis intervention. This training should include a subset of the topics and training methods included in the CI training, and will also explain the circumstances in which a CI trained officer should be dispatched or consulted, and how situations involving impaired subjects should be addressed when a CI trained officer cannot respond. SPD will consult with the CIC regarding the curriculum and appropriate number of hours for this training. | CIAD Final lesson plan to monitor: 9/1/2013 1st CIAD class: 10/1/2013 | | | CIT -Unit | Capt Edwards | Conduct SPD Crisis Intervention Awareness and De-escalation Class for all SPD in 2013. CIAD course content includes field evaluation, suicide intervention, community mental health resources, crisis de-escalation and scenario exercises. | N/A | | Crisis intervention and training audits will be designed to assess compliance and effectiveness of this requirement as incorporated into policy. | Yes Init#4 - All | Partial | | Monitor will confirm that basic training has occurred and that SPD has consulted with CIC as required. The "should" provision regarding the content of the basic training will not be monitored. |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|----------------------|-----------|--|--|---------------------------|---------------------|-----------------|-----------------------------------|--|---------------|-------------|--|--------------------------|------------------------------|-----------------|--|
| 165 | 135 | 38-7 | Crisis Interventi on | 1C | SPD, in conjunction with the CIC, will evaluate its current training for dispatchers on identifying calls for service that involve individuals in crisis. | Lesson plan for Comm 5/2/2013 Evaluation from CIC by 7/1/2013 | | | CIT -Unit | A/C McDonagh Sgt. Fountain | Assessment of current training and identification of training needs by CIC, with report following first meeting. Classes for Com begin 6/1/2013 All Com staff trained 12/2013 | N/A | | Training audits will assess compliance and effectiveness | No | ? | | SPD Communications will provide presentation to CIC at first meeting. After reviewing CIC's recommendations, CIT Unit and Communications will develop training plan for delivery |
| 166 | 135 | 35-8 | Crisis Interventi on | 1C | SPD will ensure that all dispatchers are appropriately trained to identify calls for service involving individuals in crisis and dispatch CI trained officers to the crisis event. SPD will consult with the CIC regarding the curriculum and appropriate number of hours for this training. | See Track #165 | | | CIT -Unit | A/C McDonagh Sgt. Fountain | See Track #165 | N/A | | Training audits will assess compliance and effectiveness | No | ? | | Monitor will confirm that SPD has evaluated its training, that all dispatchers are appropriately trained, and that SPD has consulted with CIC regarding the training |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|----------------------|-----------|---|---|---------------------------|---------------------|-----------------|-----------------------------------|---|---------------|-------------|--|--------------------------|------------------------------|-----------------|---|
| 167 | 136 | 38-12 | Crisis Interventi on | 1C | SPD will continue and expand its tracking of information regarding SPD’s interactions with individuals in crisis and provide this data to SPD’s current CI Team. SPD will consult with the CIC to determine what interactions result in data collection, and the types of information to be collected based on the level of interaction. Subject to the CIC’s review and recommendations, and applicable law, SPD should gather and track the following data: a) date, time, and location of the incident; b) subject’s name, age, gender, and address; c) whether the subject was armed, and the type of weapon; d) whether the subject is a U.S. military veteran; e) complainant’s name and address; f) name and badge number of officer on the scene; g) whether a supervisor responded to the scene; h) techniques or equipment used; I) any injuries to officers, subject, or others; j) disposition, and; k) brief narrative of the event (if not included in any other document). | Collection and consult of report data: on-going CIT Analyst est. hire date: 6/30/2013 First report to monitor 12/2013 | | | CIT -Unit | A/C McDonagh Sgt. Fountain | Collect CIT-related reports thorough existing Versadex case management. CIC reports on scope and nature of detailed analysis and reports. Hire part-time civilian employee as CIT analyst to publish quarterly reports beginning 12/2013. SPD IT develops systems to support sorting of discrete data. | N/A | | Crisis intervention and training audits may be designed to assess compliance and effectiveness of this requirement as incorporated into policy. The tracking information may also be supporting documentation in audits. | No | No | | Monitor will confirm that SPD has expanded its tracking of information regarding interactions with individuals in crisis and consulted with CIC. The "should" portion of this provision, regarding the specific information to track, is not mandatory. SPD currently collects and analyzes CIT data through Versadex case management, but discrete data sets are not auto-populated as the data are in text form. CIT analyst will work with SPD IT to improve data collection efficiency, without burdening patrol officers with additional reporting and paperwork requirements. Ensure compliance with statutory information, including healthcare, disability and protected class. |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|----------------------|-----------|---|--|---------------------------|---------------------|-------------------|-----------------------------------|--|---|-------------|--|--------------------------|------------------------------|-----------------|--|
| 168 | 137 | 39-5 | Crisis Intervention | 1C | SPD will review the outcome data generated through the process described above, and may use the data for developing case studies for roll call and CI training, recognizing and highlighting successful individual officer performance, developing new response strategies for repeat calls for service, identifying training needs for the annual in-service CI training, making CI training curriculum changes, or identifying systemic issues that impede SPD's ability to provide an appropriate response to a behavioral crisis event. | First report: 12/2013 On-going | | | CIT -Unit | A/C McDonagh Sgt. Fountain | Quarterly review of CIT outcome data by CIC, SPD Training and CIT. Recommendations incorporated as policy with approval. | N/A | | Crisis intervention and training audits may be designed to assess compliance and effectiveness of this requirement as incorporated into policy. The required data collection may also be supporting documentation in audits. | No | No | | The Monitor will confirm that SPD has reviewed the outcome data generated; the remainder of this paragraph is not monitored. |
| 169 | 138 | 39-12 | Stops and Detentions | 1B | The Commission may make recommendations to the City on any changes to SPD policies, practices, or training regarding stops and detentions based upon community input and best practices. | As needed | | | Police Commission | Mayors Office | SPD to be available to discuss with the Commission | N/A | | None | Yes Init#5 - All | No | | |
| 170 | 140 | 39-21 | Stops and Detentions | 1B | SPD will revise, as necessary, the Social Contact, Terry Stop, & Arrest Policy, Section 6.220, to ensure that the definitions of Social Contact and Terry Stops explicitly conform to constitutional requirements. Specifically, the policy will (1) define Social Contacts and non-custodial interviews as encounters that are voluntary and consensual; and (2) prohibit investigatory stops where the officer lacks reasonable suspicion that a person has been, is, or is about to be engaged in the commission of a crime. | Policy to be delivered to monitoring team by 1/31/2013 | | | Policy-PSS | A/C Sanford Capt Washburn | Policy | PSS Project 2012-P-027 (In Progress; assigned to Brendan Kolding) | | Audits of citizen contacts will be designed to assess compliance with these requirements as incorporated into policy and procedure. | Yes Init#5 - All | Yes | | Monitor will review and approve policy provisions; confirm revisions are incorporated |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|----------------------------------|-----------|---|--|---------------------------|---------------------|--|------------------------------|---|---|--|---|--|------------------------------|-----------------|--|
| 171 | 141 | 40-4 | Stops and Detention s | 1B | SPD will continue to require that officers be able to specifically and clearly articulate reasonable suspicion when they conduct investigatory stops or detentions, or conduct field interviews for Terry stops. | Policy to be delivered to monitoring team by 1/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt Washburn | Policy | PSS Project 2012-P-027 (In Progress; assigned to Brendan Kolding) | New search and seizure training. Completion date 3/31/13 | Audits of citizen contacts will be designed to assess compliance with these requirements as incorporated into policy and procedure. | Yes Init#5 - All | Yes | | Monitor will review and approve policy provisions and training curriculum |
| 172 | 142 | 40-8 | Stops and Detention s - Training | 1B | SPD will provide all SPD patrol officers with in-service training on an annual basis, based on developments in applicable law and SPD policy, sufficient to address the following topics: a) the importance of police-community contacts for effective policing and community relations and trust; b) Fourth Amendment and related law; SPD policies, and requirements in this Agreement regarding investigatory stops and detentions; c) First Amendment and related law in the context of the rights of individuals to verbally dispute officer conduct; d) legal distinction between social contacts, non-custodial interviews, and investigatory Terry stops; e) distinction between various police contacts according to the scope and level of police intrusion; and f) the facts, circumstances, and best practices that should be considered in initiating, conducting, terminating, and expanding an investigatory stop or detention, including when an individual is free to leave, and when an officer might identify him or herself during a contact. | On going see training status (items b,d,e,and f) Items A & C will be completed 3/31/13. | | | Training - Training Section | A/C Sanford Capt Edwards | Refer to USB drive Training Resources File E - Use of Force Decision Making | N/A | Items b, d, e and f currently trained during Use of Force Decision-making course. Items a and c under development. Completion date 3/31/13 | Training audits will be designed to assess compliance with these requirements as incorporated into policy and procedure. | Yes Init#4 - All Init#8 - All Init#20 - All | Yes | | Monitor will review and approve training; confirm annual training conducted for relevant SPD personnel |
| 173 | 143 | 41-3 | Stops and Detention s - Training | 1B | Additionally, SPD will provide all officers with regular roll call trainings regarding social contacts, non-custodial interviews, and investigatory stops and detentions. | 3/31/2013 | | | Training - Training Section | A/C Sanford Capt Edwards | | N/A | Roll call training under development. Completion date 3/31/13 | Training audits will be designed to assess compliance with these requirements, including content, delivery and attendance. | Yes Init#5 - All | ? | | Monitor will review and approve training; confirm that periodic (how often?) training conducted |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-----------------------------------|-----------|---|--|---------------------------|---------------------|--|--|--------------|--|--|---|---|------------------------------|-----------------|---|
| 174 | 144 | 41-6 | Stops and Detention - Supervision | 1B | Consistent with SPD policies and procedures, absent exceptional circumstances, by the end of each shift, a supervisor will continue to obtain and review his/her supervisees' incident reports and any other reports that document the basis for investigatory stops and detentions to determine if they were supported by reasonable suspicion and consistent with SPD policy, federal, or state law; and determine if the officer requires review of agency policy, strategy, tactics, or training. | Policy to be delivered to monitoring team by 1/31/2013, will need to revisit if Community Commission calls for Policy Change | | | Policy - PSS Training - Training Section | A/C Sanford Capt Edwards | Policy | PSS Project 2012-P-027 (In Progress; assigned to Dan Curtis) | New sergeant training. Currently in development. Target date 3/31/13 | Audits of citizen contacts will be designed to assess compliance with these requirements as incorporated into policy and procedure. | Yes Init#5 - All Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review and approve policy provisions; confirm policy implemented |
| 175 | 146 | 45-18 | Bias-Free Policing Policy | 3A | SPD will revise, as necessary, the Unbiased Policing policy, in conjunction with the Commission, to provide the following clear guidance: (a) Clarifying that the policy against biased policing extends to all protected classes under state, federal, and local laws, including race, ethnicity, national origin, gender, age, religion, sexual orientation, gender identity, or disability in making law enforcement decisions. b) Reaffirming that officers may not use race, ethnicity, or national origin in determining reasonable suspicion or probable cause, unless race, ethnicity, or national origin is used as part of a suspect(s) description. c) Reaffirming that officers will (1) not engage in, ignore, or condone bias-based policing; (2) be responsible for knowing and complying with the policy; and (3) report incidents where they observe or are aware of other officers who have engaged in bias-based policing. | Policy to be delivered to monitoring team by 1/31/2013, will need to revisit if Community Commission calls for Policy Change | | | Policy - PSS Training - Training Section | A/C Sanford Capt Edwards Capt Washburn | Policy | PSS Project 2012-P-036 (In Progress; assigned to David Puente) | Not a training initiative. | | Yes Init#3 - All | Partial | | Monitor will review and approve policy provisions; confirm revisions are incorporated |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|---------|--------|--------------------------------|-----------|--|--|---------------------------|---------------------|---|--|------------------|--|---|--|---|------------------------------|-----------------|---|
| 176 | 147-149 | 42-11 | Bias-Free Policing Training | 3A | SPD, in conjunction with the Commission, will develop and provide training on bias-free policing for all patrol and other relevant officers, supervisors, and command staff. SPD will develop a training curriculum, with input from the Commission, that builds on existing discriminatory policing training, determine the appropriate modality or combination of modalities (scenario-based, classroom, academy, etc.) and training assessment tools. Training development should consider the following topics: 148. Patrol officers: a) constitutional and other legal requirements related to equal protection and unlawful discrimination, including the requirements of this Agreement; b) strategies, such as problem solving policing, procedural justice, and recognizing implicit bias, to avoid conduct that may lead to biased policing or the perception of biased policing; c) precinct-level cultural competency training regarding the histories and cultures of local immigrant and ethnic communities. 149. Supervisors and command staff: a) what constitutes discriminatory policing under state, federal, and constitutional law; b) how to identify discriminatory practices when reviewing investigatory stop data, arrest data, and use of force data; and how to respond to a complaint of discriminatory police practices, including conducting a preliminary investigation | Policy to be delivered to monitoring team by 1/31/2013 | | | Community Police Commission Training - Training Section | A/C Sanford Capt Edwards | Policy | N/A | New biased policing training. Completion by 3/31/13 | Audits of training and citizen contacts will be designed to assess compliance with these requirements as incorporated into policy and procedure. | Yes Init#3 - All | Partial | | Monitor will review and approve training; confirm that training occurs for relevant SPD personnel. The listed topics in paragraphs 148 and 149 are suggestions, not mandatory |
| 177 | 150 | 43-16 | Bias-Free Policing Supervision | 3A | SPD leadership and supervising officers will continue to reinforce to subordinates that discriminatory policing is an unacceptable tactic, and officers who engage in discriminatory policing will be subject to discipline. | Policy to be delivered to monitoring team by 1/31/2013 | | | Training - Training Section | A/C Sanford Capt Edwards | Policy | N/A | Supervisor and commander training under development. Completion date by 3/31/13 | Limited audit ability | Yes Init#3 Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will confirm that the message is being reinforced; the method of reinforcement is left up to SPD |
| 178 | 151 | 43-19 | Bias-Free Policing Supervision | 3A | In consultation with the Commission, SPD should consider whether to revise SPD Manual 5.140 to identify supervisory responsibility in responding to allegations of discriminatory policing. | Policy development pending Commission | | | Policy - PSS Training - Training Section | A/C Sanford Capt Edwards Capt Washburn | Policy if Needed | PSS Project 2012-P-036 (In Progress; assigned to David Puente) | Not a training initiative. | None | Yes Init#3 Init#6 - Curriculum Init#7 - Curriculum | Yes | | |

DRAFT Master Settlement Agreement Matrix - Confidential Pursuant to Settlement Agreement P.205

As of 4/15/2013

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|--------------------------------|-----------|---|---|---------------------------|---------------------|--|--|--|--|--|--|--|------------------------------|-----------------|---|
| 179 | 152 | 44-1 | Bias-Free Policing Supervision | 3A | If an individual affirmatively states that he or she is the subject of discriminatory policing, the officer's supervisor should, where reasonable, respond to the scene and determine if additional action, including a complaint to OPA, is warranted. | Policy to be delivered to monitoring team by 1/31/2013 | | | Policy - PSS Training - Training Section | A/C Sanford Capt Edwards Capt Washburn | Policy | PSS Project 2012-P-036 (In Progress; assigned to David Puente) | New sergeant training. Currently in development. Target date 3/31/13 | Limited audit ability | Yes Init#3 Init#6 - Curriculum Init#7 - Curriculum | ? | | |
| 180 | 153 | 44-6 | Supervision- Generally | 2A | The City will provide and SPD will deploy an adequate number of qualified field/ first-line supervisors (typically sergeants) to assure that the provisions of this Agreement are implemented. SPD will employ sufficient first-line supervisors to assure that first-line supervisors are able to: 1) respond to the scene of uses of force as required by this Agreement; 2) investigate each use of force (except those investigated by FIT) in the manner required by this Agreement; 3) ensure documentation of uses of force as required by this Agreement; and 4) provide supervision and direction as needed to officers employing force. | By fourth quarter 2013 identify sergeant staffing model / needs assessment | | | DC - Kimerer | A/C Sanford Capt Edwards | Quantitative and qualitative analysis to begin | | | Deployment audits may be designed that can provide assessment of the effectiveness and compliance. | Yes Init#3 Init#6 - Curriculum Init#7 - Curriculum | Yes | | Monitor will review and approve policy; confirm that policy is incorporated and implemented |
| 181 | 154 | 44-13 | Supervision- Generally | 2A | As a general rule, all operational field officers (including patrol officers) should be assigned to a single, consistent, clearly identified first-line supervisor. | Currently in place approx. 2nd Qtr 2012. Sgt.'s reassigned to single patrol squads approx 75% | | | DC - Kimerer | DC -Kimerer | Consult with Monitor | N/A | | Deployment audits may be designed that can provide assessment of the effectiveness and compliance. | No Note: These will need to be included in both the Sergeants & Commanders Academy | Partial | | |
| 182 | 154 | 44-14 | Supervision- Generally | 2A | First-line supervisors should normally be assigned to work the same days and hours as the officers they are assigned to supervise. | same as above | | | DC - Kimerer | DC -Kimerer | Consult with Monitor | N/A | | Deployment audits may be designed that can provide assessment of the effectiveness and compliance. | No Note: These will need to be included in both the Sergeants & Commanders Academy | Yes | | |

| Track # | P. | Pg -Ln | Topic | Priorty | Requirement | Deadline | Monitor Review Approval | DOJ Review Approval | Responsibility | Commander/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existing Practice or Policy | Monitor Review | Notes |
|---------|-----|--------|---------------------------|---------|--|--|-------------------------|---------------------|---|--|---|---------------|-------------|--|--|-----------------------------|----------------|--|
| 183 | 155 | 44-17 | Supervision- Generally | 2A | The City and SPD will ensure that personnel assigned to a planned assignment of acting sergeant for longer than 60 days will be provided adequate training to fulfill the supervisor obligations under this Agreement, either prior to serving as acting sergeant, or as soon as practicable (and in no event longer than 90 days from the beginning of the planned assignment). | End of third qtr 2013 policy written | | | A/C Sanford | A/C Sanford Capt Washburn Capt Edwards | Policy approved and implemented end of fourth quarter 2013 | N/A | | Deployment and training audits can be designed to assess compliance and effectiveness of these requirements. | No <i>Note: These will need to be included in both the Sergeants & Commanders Academy</i> | No | | Monitor will confirm and approve policy provisions; confirm training has occurred |
| 184 | 156 | 45-1 | Supervision- Generally | 2A | Precinct commanders and watch lieutenants will continue to closely and effectively supervise the first-line supervisors and officers under their command, particularly whether commanders and supervisors identify and effectively respond to uses of force. | First Qtr 2014 metrics established | | | DC -Metz | DC -Metz | Identifying metrics for captains & lieutenants overseeing supervisors particularly re: use of force | N/A | | This would be assessed through use of force and other audits. | No <i>Note: These will need to be included in both the Sergeants & Commanders Academy</i> | Yes | | Monitor will confirm and approve policy provisions; confirm supervision occurring |
| 185 | 157 | 45-5 | Early Intervention System | | The City's EIS system will continue to be used for risk management purposes and not for disciplinary purposes. SPD will monitor the EIS to ensure it is meeting its objective of providing SPD with notice before behaviors become problematic | EIS policy delivered to Monitor Team 3/31/2013 | | | System Design - Human Resources Section | A/C Reed Dir Collins Lt. Teeter | Policy | EIS Policy | | EIS audits may be designed to assess compliance and effectiveness of this requirement as incorporated into policy and procedure. | Yes Init#13 - All | Yes | | Monitor will review and approve policy; confirm that policy is being followed and that SPD is monitoring EIS |
| 186 | 158 | 45-8 | Early Intervention System | | SPD will review and adjust, where appropriate, the threshold levels for each of the current EIS indicator criteria, and the EIS indicators. The Monitor will review and approve the revised EIS threshold levels and indicators. | EIS policy delivered to Monitor Team 3/31/2013 | | | System Design - Human Resources Section | A/C Reed Dir Collins Lt. Teeter | Policy | EIS Policy | | Audits results may provide information useful to decisions regarding threshold levels. | Yes Init#13 - All | No | | Monitor will review and approve the revised EIS threshold levels and indicators |
| 187 | 159 | 45-11 | Early Intervention System | | SPD will revise its EIS policy to include a mechanism for review of an officer whose activity has already triggered a threshold for one of the EIS indicator criteria, so that the threshold level is lower if EIS is triggered again, where appropriate | EIS policy delivered to Monitor Team 3/31/2013 | | | System Design - Human Resources Section | A/C Reed Dir Collins Lt. Teeter | Policy | EIS Policy | | None | Yes Init#13 - All | No | | Monitor will review and approve policy; confirm that policy is implemented |
| 188 | 160 | 45-16 | Early Intervention System | | SPD will collect and maintain information related to supervisor, precinct, squad, and unit trends, consistent with the provisions in this section. | EIS policy delivered to Monitor Team 3/31/2013 | | | System Design - Human Resources Section | A/C Reed Dir Collins Lt. Teeter | Policy | EIS Policy | | EIS audits may be designed to assess compliance and effectiveness of this requirement as incorporated into policy and procedure. | Yes Init#13 - All | Yes | | Monitor will review and approve policy; confirm that the information in paragraphs 160 and 161 is being collected and maintained |

| Track # | P. | Pg -Ln | Topic | Priorty | Requirement | Deadline | Monitor Review Approval | DOJ Review Approval | Responsibility | Commander/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existing Practice or Policy | Monitor Review | Notes |
|---------|-----|--------|---------------------------|---------|---|--|-------------------------|---------------------|---|---------------------------------------|-----------------|---------------|-------------|--|--------------------------|-----------------------------|----------------|---|
| 189 | 161 | 45-18 | Early Intervention System | | SPD will collect, maintain, and retrieve information related to the following precinct-level activity: a) uses of force; b) OPA complaints and their dispositions; c) number of individual officers who have triggered EIS reviews; and d) supervisor EIS reviews with officers | EIS policy delivered to Monitor Team 3/31/2013 | | | System Design - Human Resources Section | A/C Reed Dir Collins Lt. Teeter | Policy | EIS Policy | | EIS audits may be designed to assess compliance and effectiveness of this requirement as incorporated into policy and procedure. | Yes Init#13 - All | Yes | | Monitor will review and approve policy; confirm that the information in paragraphs 160 and 161 is being collected and maintained |
| 190 | 162 | 46-1 | Early Intervention System | | Supervisors should periodically review EIS activity of officers in their chain of command. | Current practice codified in EIS Policy 3/31/2013 | | | System Design - Human Resources Section | A/C Reed Dir Collins Lt. Teeter | Policy | EIS Policy | | Audit ability may be limited. | Yes Init#13 - All | ? | | |
| 191 | 163 | 46-3 | Early Intervention System | | SPD will revise its EIS policy and procedure, as necessary, so that interventions assist officers in avoiding potentially troubling behavior. Specifically, SPD policies and procedures will ensure that (1) the intervention strategy is implemented in a timely manner; (2) data regarding the implementation of the intervention is tracked in EIS; and (3) if necessary, the employee's supervisor reviews the progress of the intervention strategy. | EIS Policy delivered to Monitor Team by 3/31/2013 | | | System Design - Human Resources Section | A/C Reed Dir Collins Lt. Teeter | Policy | EIS Policy | | Audits results may provide information useful to decisions regarding revisions. | Yes Init#13 - All | Yes | | Monitor will review and approve EIS procedure and policy as necessary; confirm the revised policy is incorporated and implemented |
| 192 | 165 | 46-17 | OPA | 4A | SPD will revise its policies, as necessary, to clarify when and how officers must report misconduct. | Policy to be delivered to monitoring team by 3/31/2013 | | | System Design - OPA | OPA Director Olson | Policy | | | Audits results may provide information useful to decisions regarding revisions. | No | ? | | Monitor will review and approve policy provisions (policies must be revised "as necessary") |
| 193 | 165 | 46-18 | OPA | 4A | SPD will explore ways to develop metrics to assess internal reporting of misconduct. | 2nd Quarter 2013 | | | System Design - OPA | OPA Director Olson | Meet and confer | | | Audits results may provide information useful to these decisions. | No | Yes | | Monitor will confirm that SPD has explored ways to develop metrics |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
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| 194 | 166 | 46-20 | OPA | 4A | The City and SPD will revise their policies, as necessary, to clarify that prohibited retaliation includes discouragement, intimidation, coercion, or adverse action against any person who reports misconduct, makes a misconduct complaint, or conducts or cooperates with an investigation of misconduct | Policy to be delivered to monitoring team by 3/31/2013 | | | System Design - OPA | OPA Director Olson | Policy | | | Audits results may provide information useful to decisions regarding revisions. | No | ? | | Monitor will review and approve policy provisions as necessary; confirm revisions, if any, are incorporated |
| 195 | 166 | 46-23 | OPA | 4A | Within 180 days of the Effective Date, and annually thereafter, the City, in consultation with the OPA Auditor, will review SPD's anti-retaliation policy and its implementation. | By 1/28/2013 | | | System Design - OPA | OPA Director Olson | OPA & Monitor Review | | | None | No | No | | Monitor will confirm that review occurred |
| 196 | 167 | 47-4 | OPA | 4A | OPA will complete an update of its Training and Operations Manual ("OPA Manual") that will formalize OPA's procedures, best practices, and training requirements. The OPA Manual will include the following Criteria for the staffing of OPA. b) Written protocols on OPA intake, classification, tracking, assignment practices and procedures, and finding recommendations. These protocols will include, but not be limited to, the following: 1) OPA will investigate allegations of serious misconduct (including, but not limited to, unreasonable use of force and discriminatory policing) and repeated minor misconduct, though it can refer appropriate cases for mediation consideration. 2) SPD will provide clear guidance about when to use Training Referrals, and how to track the remediation recommended for complaints resulting in a Training Referral. c) Written protocols on OPA's investigative practices and procedures. d) Written protocols on OPA's case review procedures. e) Written protocols on OPA's communications with complainants and officers. f) Initial and in-service training requirements. g) Written protocols for referral of complaints involving criminal allegations. h) Develop protocols to ensure protection of any Garrity-compelled statement taken during an OPA investigation. | By 2/1/2013 | | | OPA Director | OPA Director Olson | Manual Draft | | | None | No | No | | Monitor will review and approve the updated OPA manual |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-------------|-----------|--|--------------|---------------------------|---------------------|--|------------------------|----------------------------------|---------------|-------------|---|--------------------------|------------------------------|-----------------|--|
| 197 | 168 | 48-12 | OPA | 4A | OPA liaison officers should be identified at each precinct to facilitate matters handled at the precinct level, including those classified for Supervisor Action, to ensure quality and timeliness. OPA will continue to provide final review of all such matters | By 3/15/2013 | | | OPA | OPA Director Olson | Personnel Identified and Trained | | | None | Yes Init#18 - ms E | No | | Monitor will not monitor whether OPA liaison officers are identified; Monitor will monitor whether OPA continues to provide final review of matters handled at the precinct level, including reviewing and approving a policy revision |
| 198 | 169 | 48-19 | Monitorin g | | The Monitor will assess the City's compliance with the Settlement Agreement, report on the status of compliance to the Parties and the Court, work with the Parties to address any barriers to compliance, and assist the Parties to informally resolve disputes or differences should they emerge. | On 9/25/2012 | | | Monitor Compliance Coordinator | Compliance Coordinator | | | | Audits may provide information useful to this assessment. | No | No | | |
| 199 | 169 | 48-23 | Monitorin g | | The Monitor may also recommend to the Parties voluntary changes to the Settlement Agreement to better meet its goals. The Parties will meet and confer regarding any such recommendations, and may make changes only with the agreement of both Parties. | On 9/25/2012 | | | Monitor and Parties Compliance Coordinator | Compliance Coordinator | | | | None | No | No | | Monitor will confirm that the parties met and conferred regarding any recommendations by the monitor |
| 200 | 171 | 49-9 | Monitorin g | | No later than 60 days from the Effective Date, the Parties will select a Monitor. If the Parties are unable to agree on a Monitor, each Party will submit the names of three candidates, or three groups of candidates, along with resumes and cost proposals, to the Court, and the Court will select and appoint the Monitor from among the qualified candidates/candidate groups. | Completed | | | Both Parties | | Compliance | | | None | No | No | | |

| Track # | P. | Pg -Ln | Topic | Priorty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|--------------------|---------|--|--|---------------------------------------|---------------------------|--|---------------------------|--------------|------------------|-------------|--|--------------------------------|--|-----------------------|-------|
| 201 | 173 | 49-21 | Monitorin g | | Compliance Review: The Monitor will verify that all of the substantive reform measures included in the Settlement Agreement are implemented as agreed to by the Parties. The Monitor will regularly conduct compliance and progress reviews to assess the extent to which SPD has implemented and complied with all of the measures required by the Settlement Agreement. | None specified, but conference must occur every 12 months. | | | Monitor Compliance Coordinator | Compliance Coordinator | | | | Completed audits may provide useful information for this assessment. | No | No | | |
| 202 | 173 | 50-4 | Monitorin g | | Reporting: The Monitor will issue public reports every six months detailing the Parties' compliance with the Settlement Agreement. The Monitor will also file these reports with the Court. | None specified, but conference must occur every 12 months. | | | Monitor Compliance Coordinator | Compliance Coordinator | | | | Completed audits may provide useful information. | No | No | | |
| 203 | 173 | 50-7 | Monitorin g | | Technical Assistance: SPD may request technical assistance from the Monitor as needed. The Monitor may provide the requested technical assistance as long as the requested assistance will not conflict with the Monitor's duties under the Settlement Agreement and falls within the Monitor's budget. SPD has the discretion to decide whether or not to utilize the Monitor's advice. | None specified, but conference must occur every 12 months. | | | Monitor Compliance Coordinator | Compliance Coordinator | | | | None | No | No | | |
| 204 | 174 | 50-14 | Implemen tation | | Ninety days after the Effective Date, the Monitor will convene the Parties to consider any recommendation of a Party to modify the Settlement Agreement to address matters that have emerged during the initial implementation | | | | Monitor Compliance Coordinator | Compliance Coordinator | | | | None | No | No | | |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-----------------|-----------|---|---|---------------------------|---------------------|---|------------------------|--|---------------|-------------|--|---|------------------------------|-----------------|--|
| 205 | 175 | 50-21 | Implemen tation | | The Monitor and the Parties will confer on an annual basis to consider whether or to what extent the outcomes intended by the Settlement Agreement have been achieved, and any modifications to the Settlement Agreement that may be necessary for continued achievement in light of changed circumstances or unanticipated impact (or lack of impact) of the requirement. This conference will also address areas of greatest achievement and the requirements that appear to have contributed to this success, as well as areas of greatest concern, including strategies for accelerating full and effective compliance. Based upon this conference, the Monitor may recommend modifications to the Settlement Agreement necessary to achieve and sustain intended outcomes. Where the Parties agree with the recommendations of the Monitor, the Parties will stipulate to modify the Settlement Agreement accordingly. | Schedule to be determined | | | Monitor and Parties Compliance Coordinator | Compliance Coordinator | | | | Completed audits may provide useful information. | Note: <i>Will require reporting process from 20/20 Initiatives to track outcomes.</i> | No | | |
| 206 | 176 | 51-12 | Implemen tation | | Within 60 days after the Monitor’s selection and appointment, SPD will develop, with assistance from the Monitor if requested, a schedule that prioritizes the development and implementation of policies, procedures, practices, training materials, and training required in the Agreements. | 60 days after Monitor is appointed- December 31, 2012 | | | Monitor Compliance Coordinator | Compliance Coordinator | Matrix to be delivered to Monitor Dec 31, 2012 | | | None | No | No | | Monitor confirms that SPD has created a schedule and that the schedule is followed |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-----------------|-----------|---|--|---------------------------|---------------------|--|--|--------------|---------------|-----------------------------------|--------------|---|------------------------------|-----------------|---|
| 207 | 177 | 51-18 | Review | | SPD will submit the policies, procedures, training curricula, and training manuals required to be written, revised, or maintained by the Settlement Agreement to the Monitor and DOJ for review and comment prior to publication and implementation. The Parties will meet and confer regarding any comments on the policies, procedures, training curricula, and training manuals within 45 days of submission if necessary. | Monitor may call a meeting to discuss any proposal within 45 days of receiving it. | | | Professional Standards Section Compliance Coordinator | A/C Sanford Capt Washburn Compliance Coordinator | TBD | | Completed effort/work by 12/27/12 | None | Note: <i>Documentation from 20/20 Initiatives will need to be organized for monitor review and comment.</i> | No | | Monitor will confirm that SPD submits the materials to the Monitor and DOJ for review and comment prior to publication and implementation |
| 208 | 177 | 51-22 | Review | | The Monitor will approve the materials (listed in Para. 177) unless the Monitor determines that they conflict with the terms of the Settlement Agreement. If the Monitor disapproves, he or she will state the reasons for the decision in writing. | Monitor may call a meeting to discuss any proposal within 45 days of receiving it. | | | Monitor Compliance Coordinator | Compliance Coordinator | TBD | | | None | Note: <i>Documentation from 20/20 Initiatives will need to be organized for monitor review and comment.</i> | No | | |
| 209 | 178 | 52-2 | Review | | If either Party objects to the determination of the Monitor the Parties will meet and confer on the objections within 14 days. If necessary, and consistent with the other deadlines herein, any Party may petition the Court thereafter to resolve the objections. | 14 days after each Monitor rejection of a proposal sent to them. | | | Both Parties Compliance Coordinator | Compliance Coordinator | | | | None | Note: <i>20/20 will incorporate a process for incorporating feedback for the monitor.</i> | No | | Monitor will confirm parties timely met and conferred on any objections |
| 210 | 179 | 52-6 | Implemen tation | | SPD will begin implementation of policies and procedures within 30 days of Monitor approval or the Court's decision unless otherwise specified or agreed to by the Parties in the Monitoring Plan. | 30 days after each policy is approved | | | SPD Compliance Coordinator | A/C Sanford Compliance Coordinator | | | | None | Note: <i>Ensure 20/20 timeline is in compliance with DOJ/Monitor and a process for such.</i> | No | | Monitor will confirm timely implementation |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-------------|-----------|---|---|---------------------------|---------------------|--------------------------------|----------------------------------|--------------|---------------|---|---|--|------------------------------|-----------------|---|
| 211 | 180 | 52-11 | Review | | With the assistance of the Monitor, SPD will review each policy, procedure, training curricula and training manual required by the Settlement Agreement 180 days after it is implemented, and annually thereafter (on a regularly published schedule), to ensure that the policy or procedure continues to provide effective direction to SPD personnel and remains consistent with the purpose and requirements of the Settlement Agreement and current law. | 30 day implementat ion after policy approved. / Audit report begins at least 180 days after policy is implemente d. | | | Professional Standards Section | A/C Sanford Capt Washburn | | | Requires annual review of all training programs | Completed audits may provide information useful to an assessment of overall effectiveness. | Note: <i>Ensure 20/20 timeline is in compliance with DOJ/Monitor and a process for such.</i> | No | | Monitor will assist SPD in reviewing the materials 180 days after implementation |
| 212 | 181 | 52-16 | Review | | SPD also will review policies and procedures required by the Settlement Agreement as necessary whenever it has notice of a policy deficiency. Within 60 days of that review, the PSS will revise the policy or procedure and, if necessary, submit it to the Monitor and DOJ for review and approval. | 60 days after any policy is found to be deficient. | | | Professional Standards Section | A/C Sanford Capt Washburn | | | | Audits may provide information useful to this assessment. | Note: <i>Ensure 20/20 timeline is in compliance with DOJ/Monitor and a process for such.</i> | No | | Monitor will confirm that SPD has conducted the review, that the policy or procedure was timely revised, and if necessary, the revised policy or procedure was submitted to the Monitor and DOJ |
| 213 | 182 | 52-21 | Complian ce | | The City may demonstrate “full and effective compliance” with the terms of this Agreement either through Compliance Reviews and Audits, as described in Section IV.E.1 below, or through Outcome Assessments. | -- definition only -- | | | SPD | A/C Sanford | | | | A top priority in the development of the audit program is to be able to confidently measure compliance with the terms of the settlement agreement requirements wherever possible. | No | No | | |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-------------|-----------|--|---|---------------------------|---------------------|---|--|--------------|---------------|-------------|---|---|------------------------------|-----------------|--|
| 214 | 183 | 53-2 | Monitorin g | | Within 120 days of the Monitor’s appointment, the Monitor will develop a monitoring plan setting out deadlines for policy, training, development, and implementation for conducting the compliance reviews and audits (“Monitoring Plan”), and will submit the plan to the Parties for review and approval. The plan will clearly delineate the requirements of the Settlement Agreement to be assessed for compliance, indicating which requirements will be assessed together; and set out a schedule for conducting a compliance review or audit of each requirement of the Settlement Agreement within the first year of the Settlement Agreement, and a compliance review or audit of each requirement at least annually thereafter | 120 days after Monitor is appointed | | | Monitor Compliance Coordinator | Compliance Coordinator | | | | None | NOTE: 20/20 Ensure coordination and implementation schedules. | No | | |
| 215 | 183 | 53-5 | Monitorin g | | If the Parties do not agree on a Monitoring Plan, all policies and procedures will be developed within 180 days of the Effective Date of this Agreement and all training curricula will be developed within one year of the Effective Date. | 120 days after Monitor is appointed | | | Policy - Professional Standards Section Training - Training Section | A/C Sanford Capt Washburn Capt Edwards | | | | None | NOTE: 20/20 Ensure coordination and implementation schedules. | No | | |
| 216 | 184 | 53-15 | Complian ce | | “Full and effective compliance” with a material requirement of the Settlement Agreement requires that the City and SPD have: (a) incorporated the requirement into policy; (b) trained all relevant personnel as necessary to fulfill their responsibilities pursuant to the requirement; and (c) ensured that the requirement is being carried out in practice. Compliance reviews and audits will contain both qualitative and quantitative elements as necessary for reliability and comprehensiveness. | Only deadlines established by various audit requirement s herein. | | | Monitor | A/C Sanford Capt Washburn Capt Edwards | | | | Audits may provide information useful to this assessment. | NOTE: 20/20 Ensure coordination and implementation schedules. | No | | Monitor will determine full and effective compliance |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-------------|-----------|---|--|---------------------------|---------------------|-----------------|--|--------------|---------------|-------------|---|--------------------------|------------------------------|-----------------|-------|
| 217 | 184 | 53-18 | Monitorin g | | Compliance reviews and audits will contain both qualitative and quantitative elements as necessary for reliability and comprehensiveness. | Not specified | | | Monitor | A/C Sanford Capt Washburn Capt Edwards | | | | Audits may provide information useful to this assessment. | No | No | | |
| 218 | 187 | 54-15 | Complian ce | | Three years after the Effective Date of the Settlement Agreement, the City and SPD may demonstrate “full and effective compliance” by showing that the standard and established practice of SPD officers is to use force within constitutional limits and that no pattern or practice of the use of excessive force exists, as demonstrated by the outcome assessments set forth in the Settlement Agreement. | None specified | | | SPD | Compliance Coordinator | | | | Audits may provide information useful to this assessment. | No | No | | |
| 219 | 187 | 54-19 | Monitorin g | | The Monitor will conduct these outcome assessments to determine whether SPD is in full and effective compliance by this method. | None specified | | | Monitor | Compliance Coordinator | | | | Audits may provide information useful to this assessment. | No | No | | |
| 220 | 188 | 55-3 | Monitorin g | | During the preparation of the Monitoring Plan, the Monitor will meet with the Parties to determine what outcome measures will be reviewed and how the Monitor will evaluate the outcomes in measuring full and effective compliance | None specified | | | Monitor | Compliance Coordinator | | | | Audits may provide information useful to this assessment. | No | No | | |
| 221 | 188 | 55-5 | Monitorin g | | The Monitor will also set out a schedule for conducting outcome assessments for each outcome measure at least annually, except where otherwise noted, with the first assessment occurring within 18 months of the Effective Date. | First must occur by 1/18/2014, m each following must be done by 1/18 of each year. | | | Monitor | Compliance Coordinator | | | | Audits may provide information useful to this assessment. | No | No | | |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-----------------|-----------|---|-------------------------------|---------------------------|---------------------|-----------------|------------------------|--------------|---------------|-------------|--------------|--------------------------|------------------------------|-----------------|--|
| 222 | 191 | 57-21 | Monitorin g | | The Monitor will maintain regular contact with the Parties in order to ensure effective and timely communication regarding the status of the City’s implementation of and compliance with the Settlement Agreement. To facilitate this communication, the Monitor will conduct meetings every two months, or as needed, which will include participation by SPD, the Chief, representatives of the City Attorney’s Office, and DOJ. | Every two months, at minimum. | | | Monitor | Compliance Coordinator | | | | None | No | No | | |
| 223 | 192 | 58-4 | Monitorin g | | The Monitor may periodically meet with the Commission and/or other interested community stakeholders to discuss the Monitor’s reports, and to receive community feedback about SPD’s progress and/or compliance with the Settlement Agreement. The Monitor and the Parties will agree to the parameters of this outreach in the Monitoring Plan. | On-going | | | Monitor | | | | | None | No | No | | |
| 224 | 193 | 58-9 | Implemen tation | | SPD will hire and retain, or reassign a current SPD employee for the duration of the Settlement Agreement, to serve as a full-time SPD Compliance Coordinator. | Completed October 8, 2012 | | | SPD | | | | | None | No | No | | Monitor will confirm that SPD engages a compliance coordinator |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-----------------|-----------|--|--|---------------------------|---------------------|--|------------------------|--------------|---------------|-------------|--|---|------------------------------|-----------------|--|
| 225 | 193 | 58-11 | Implemen tation | | The Compliance Coordinator will serve as a liaison between SPD, the Monitor, and DOJ, and will assist with SPD’s compliance with the Settlement Agreement. At a minimum, the Compliance Coordinator will a) coordinate SPD’s compliance and implementation activities; b) facilitate the provision of data, documents, and other access to SPD employees, and material to the Monitor and DOJ, as needed; c) ensure that all documents and records are maintained as provided in the Settlement Agreement; and d) assist in assigning compliance tasks to SPD personnel, as directed by the Chief or his/her designee. The SPD Compliance Coordinator will take primary responsibility for collecting the information the Monitor requires to carry out the terms of the Settlement Agreement. | Under Way | | | SPD Compliance Coordinator | Compliance Coordinator | | | | None | Note: 20/20 will need to develop a process for interaction with the Compliance Coordinator. | No | | Monitor will confirm that the compliance coordinator fulfills the duties set forth in paragraph 193 |
| 226 | 194 | 59-2 | Implemen tation | | On a timetable agreed to between the Parties and the Monitor to facilitate the preparation of the Monitor’s reports, the City will file with the Monitor a status report, including any supporting documentation, delineating all steps taken during the reporting period to comply with the Settlement Agreement. | To be determined | | | Managemen t Assessment and Program Evaluation Unit | | | | | Audits may provide useful information | No | No | | Monitor will confirm that the City files the required reports with the Monitor |
| 227 | 195 | 59-6 | Implemen tation | | During the term of the Settlement Agreement, the City and SPD will follow its existing record retention requirements, procedures imposed by state and local law, and any relevant collective bargaining agreement, to maintain all records necessary to document compliance with the Settlement Agreement. | None specified | | | Managemen t Assessment and Program Evaluation Unit | | | | | Audit may be designed to assess compliance and effectiveness of records retention. | No | No | | Monitor will confirm that the City and SPD follow the requirements of this paragraph re record retention |
| 228 | 196 | 59-10 | Monitorin g | | The Monitor will publicly issue reports described above every six months detailing the Parties’ compliance with and implementation of the Settlement Agreement. Drafts of the status reports will be provided to each of the Parties at least one month prior to publication to afford the Parties an opportunity to identify factual errors. | 6 months after appointment date and every 6 months thereafter. | | | Monitor | | | | | None | No | No | | |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-------------|-----------|---|--|---------------------------|---------------------|--|------------------------|--------------|---------------|-------------|--|--------------------------|------------------------------|-----------------|---|
| 229 | 196 | 59-14 | Monitorin g | | During the preparation of the Monitoring Plan, the Parties and the Monitor will confer and determine the information to be included in the reports, which may include the following: (a) a description of the work conducted by the Monitor during the reporting period; b) a listing of each Settlement Agreement requirement indicating which requirements have been: (1) incorporated into implemented policy; (2) the subject of sufficient training for all relevant SPD officers and employees; (3) reviewed or audited by the Monitor to determine whether they have been fully implemented in actual practice, including the date of the review or audit; and (4) found by the Monitor to have been fully implemented in practice; c) the methodology and specific findings for each audit or review conducted, redacted as necessary for privacy concerns. An unpredicted version will be filed under seal with the Court and provided to the Parties. The underlying data for each audit or review will not be publicly available but will be retained by the Monitor and provided to either or both Parties upon request; d) for any requirements that were reviewed or audited and found not to have been fully implemented in practice, the Monitor's recommendations regarding necessary steps to achieve compliance; e) the methodology and specific findings for each outcome assessment conducted; f) qualitative assessment of SPD's progress in achieving the desired outcomes for each area covered by the Settlement Agreement, noting issues of concern or particular achievement; and g) a projection of the work to be completed during the upcoming reporting period and any anticipated challenges or concerns related to implementation of the Settlement Agreement. | 30 days from time of receipt of draft report. / 6 months after appointment and every 6 months thereafter. | | | Monitor and Parties | | | | | Audits may provide useful information. | No | No | | |
| 230 | 197 | 60-20 | Monitorin g | | The Monitor's reports will also be posted to the City's public website. The City will establish an electronic mechanism for receiving public feedback to the Monitor's quarterly reports. | Probably by the time the Monitor develops the first report (Monitor Plan), which is 120 days after their appointment | | | Managemen t Assessment and Program Evaluation Unit | | | | | None | No | No | | The Monitor will confirm that the City is posting the Monitor's reports and has established an electronic mechanism for receiving public feedback |
| 231 | 198 | 61-1 | Monitorin g | | The City will provide the Monitor with reasonable administrative support, including office space and supplies, if needed. | Office, work stations completed November 2012 | | | City | Compliance Coordinator | | | | None | No | No | | |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-------------|-----------|---|----------|---------------------------|---------------------|--|------------------------|---|---------------|-------------|--------------|--------------------------|------------------------------|-----------------|---|
| 232 | 201 | 62-2 | Monitorin g | | To facilitate his or her work, the Monitor may conduct on-site visits and assessments without prior notice to the City. The Monitor will have access to all necessary individuals, facilities, and documents, which will include access to Settlement Agreement-related trainings, meetings, and reviews such as FIT, FRC, and OPA reviews. | n/a | | | Managemen t Assessment and Program Evaluation Unit | Compliance Coordinator | | | | None | No | No | | |
| 233 | 201 | 62-5 | Monitorin g | | SPD will notify the Monitor as soon as practicable, and in any case within twelve hours, of any critical firearms discharge, arrest of any officer, or any other potentially high-profile serious incident. | On-going | | | Managemen t Assessment and Program Evaluation Unit | Compliance Coordinator | Chiefs Log to Monitor Team Dec 2012. Daily report of previous 24 Hr 911 activity. | | | None | No | No | | Monitor will review and confirm policy provision; confirm that this is happening in practice? |
| 234 | 202 | 62-8 | Monitorin g | | The City will ensure that the Monitor will have timely, full, and direct access to relevant City staff, employees, and facilities that the Monitor reasonably deems necessary to carry out the duties assigned to the Monitor by the Settlement Agreement. | On-going | | | Managemen t Assessment and Program Evaluation Unit | Compliance Coordinator | Monitor & Team provided prox access November 2012 | | | None | No | No | | |
| 235 | 202 | 62-10 | Monitorin g | | The Monitor will cooperate with the City to access people and facilities in a reasonable manner that, consistent with the Monitor's responsibilities, minimizes interference with daily operations, and will not compromise the integrity of any ongoing criminal investigation. | n/a | | | Monitor | Compliance Coordinator | | | | None | No | No | | |
| 236 | 203 | 62-14 | Monitorin g | | The City will ensure that the Monitor will have full and direct access to all City documents and data that the Monitor reasonably deems necessary to carry out the duties assigned to the Monitor by the Settlement Agreement, except any documents or data protected by the attorney-client privilege. | n/a | | | Managemen t Assessment and Program Evaluation Unit | Compliance Coordinator | | | | None | No | No | | |
| 237 | 204 | 63-1 | Monitorin g | | For the purpose of implementing the Settlement Agreement, which is related to on-going potential litigation, DOJ and its consultative experts and agents will have full and direct access to all City staff, employees, facilities, documents, and data. | n/a | | | Managemen t Assessment and Program Evaluation Unit | Compliance Coordinator | | | | None | No | No | | Monitor has no role unless DOJ raises a concern? |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-------------|-----------|--|----------|---------------------------|---------------------|---------------------|--|--------------|---------------|-------------|--------------|--------------------------|------------------------------|-----------------|--|
| 238 | 204 | 63-3 | Monitorin g | | DOJ, and its consultative experts and agents, will cooperate with the City to access involved personnel, facilities, and documents in a reasonable manner that, consistent with DOJ's responsibilities to enforce the Settlement Agreement, minimizes interference with daily operations. | n/a | | | DOJ | Compliance Coordinator & City Attorney to Liaison with DOJ | | | | None | No | No | | Monitor has no role unless City raises a concern? |
| 239 | 204 | 63-7 | Monitorin g | | If the City declines to provide DOJ with access to documents or data based on attorney-client privilege, the City will inform DOJ that it is withholding documents or data on this basis and will provide DOJ with a log describing the documents or data. | n/a | | | Law Department | | | | | None | No | No | | Monitor has no role unless DOJ raises a concern? |
| 240 | 206 | 63-16 | Monitorin g | | The Monitor and DOJ will provide the City with reasonable notice of a request for copies of documents. Upon such request, the City will provide, in a timely manner, usually 30 days, copies (electronic, where readily available) of the requested documents to the Monitor and DOJ. The City may elect to request reimbursement of costs for DOJ requests that are burdensome. | n/a | | | Monitor and DOJ | | | | | None | No | No | | Monitor will confirm that the City is providing documents in a timely manner (or have no role on this unless he/she or DOJ raises a concern) |
| 241 | 207 | 64-2 | Monitorin g | | The Monitor will be funded by the City | n/a | | | City | | | | | None | No | No | | |
| 242 | 207 | 64-2 | Monitorin g | | During the selection process for the Monitor, the Parties and the Monitor will agree upon a budget for the Monitor for the first year of the Agreements. | n/a | | | Monitor and Parties | | | | | None | No | No | | |
| 243 | 207 | 64-4 | Monitorin g | | Future annual budgets for the Monitor will be determined by the Parties in consultation with the Monitor. The budget will be submitted to the Court for approval. | n/a | | | Monitor and Parties | | | | | None | No | No | | |
| 244 | 208 | 64-8 | Monitorin g | | Prior to appointment, the Monitor will provide the Parties with a detailed budget and staffing proposal. The proposal will describe the qualifications of all the persons or entities to be hired or employed by the Monitor as well as the monitoring tasks that they will perform. | n/a | | | Monitor | | | | | None | No | No | | |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-------------|-----------|---|----------|---------------------------|---------------------|-----------------|---------------------|--------------|---------------|-------------|--------------|--------------------------|------------------------------|-----------------|-----------------------------------|
| 245 | 208 | 64-11 | Monitorin g | | The Monitor, at any time after his/her appointment, may request to be allowed to hire, employ, or contact such additional persons or entities as are reasonably necessary to perform the tasks assigned to the Monitor by the Settlement Agreement provided that those expenditures fall within the approved budget. The Monitor will notify the City and DOJ in writing if the Monitor wishes to select such additional persons or entities. The notice will identify and describe the qualifications of the person or entity to be hired or employed and the monitoring task to be performed. | n/a | | | Monitor | | | | | None | No | No | | |
| 246 | 208 | 64-17 | Monitorin g | | The City and DOJ must both approve of the person or entity before they may be hired or employed, although substantial deference will be afforded to the Monitor's choice. | n/a | | | City and DOJ | | | | | None | No | No | | |
| 247 | 209 | 64-21 | Monitorin g | | The City will deposit \$100,000.00 into the Registry of the Court as interim payment of costs incurred by the Monitor. | n/a | | | City | | | | | None | No | No | | Monitor will confirm deposit made |
| 248 | 209 | 65-1 | Monitorin g | | The Monitor will submit monthly statements to the Court, with copies to the Parties, detailing all expenses the Monitor incurred during the prior month. | n/a | | | Monitor | | | | | None | No | No | | |
| 249 | 209 | 65-5 | Monitorin g | | Within 45 days of the entry of each Order directing payment, the City will replenish the fund with the full amount paid by the clerk in order to restore the fund's total to \$100,000.00. | n/a | | | City | | | | | None | No | No | | Monitor confirms fund replenished |
| 250 | 210 | 65-8 | Monitorin g | | Before submitting a monthly statement to the Court, the Monitor will submit the monthly statements to the Parties. | n/a | | | Monitor | | | | | None | No | No | | |
| 251 | 210 | 65-9 | Monitorin g | | The Parties will review such statements for reasonableness. Upon completion of the Parties' review, but in no case more than 30 days after submission of the statements by the Monitor, the Parties will notify the Monitor of their approval of the statement. | n/a | | | Both Parties | | | | | None | No | No | | |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
|---------|-----|--------|-------------|-----------|--|----------|---------------------------|---------------------|---------------------|---------------------|--------------|---------------|-------------|--------------|--------------------------|------------------------------|-----------------|--|
| 252 | 211 | 65-14 | Monitorin g | | In the event the Parties cannot agree on approval of a statement, the Parties will notify the Court that there is an objection to the budget. The Parties agree to submit the matter for mediation to resolve the dispute. The mediator will be the one selected by the Parties to assist in mediating the Agreements, unless that mediator is unavailable. | n/a | | | Both Parties | | | | | None | No | No | | |
| 253 | 212 | 66-1 | Monitorin g | | In the event that the Monitor is no longer able to perform his/her functions, within 60 days thereof, the City and DOJ will together select and advise the Court of the selection of a replacement Monitor, acceptable to both. The Parties’ selection of the Monitor will be made pursuant to a method jointly established by DOJ and the City. If the Parties are unable to agree on a Monitor or an alternative method of selection within 60 days of the Monitor’s incapacitation, each Party will submit the names of three candidates, or three groups of candidates, along with resumes and cost proposals, to the Court, and the Court will select and appoint the Monitor from among the qualified candidates/candidate groups. | n/a | | | Both Parties | | | | | None | No | No | | |
| 254 | 213 | 66-9 | Monitorin g | | Should either of the Parties to the Settlement Agreement determine that the Monitor or any member of the Monitor’s consulting teams, their agents, employees, or independent contractors have exceeded their authority or failed to satisfactorily perform the duties required by the Settlement Agreement, the Party may petition the Court for such relief as the Court deems appropriate, including replacement of the Monitor, and/or any individual members, agents, employees, or independent contractors. Any Party bringing such a petition is required to meet and confer with the other Party at least 21 days prior to such a petition in a good faith attempt to resolve the concern. | n/a | | | Monitor and Parties | | | | | None | No | No | | Monitor will confirm the good faith meeting occurred |

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| 255 | 221 | 68-12 | Implemen tation | | The City will be responsible for providing necessary support and resources to SPD to enable SPD to fulfill its obligations under the Settlement Agreement. | n/a | | | City | | | | | None | No | No | | |
| 256 | 222 | 68-14 | Implemen tation | | Unless stated otherwise in the Settlement Agreement, if either party disagrees with any aspect of the implementation of the Settlement Agreement, that party will engage in good faith informal consultation with the other party and the Monitor to attempt to resolve the disagreement. If the disagreement persists, that party will, within ten days of the apparent impasse, inform the other Parties and the Monitor in writing of the fact of the disagreement. Within 21 days thereafter, the Parties will meet and confer on the disagreement at a mutually agreeable time. If necessary, any party may petition the Court thereafter to resolve the dispute pursuant to the provisions below. | n/a | | | Monitor and Parties | | | | | None | No | No | | Monitor will confirm that the Parties met and conferred if required |
| 257 | 223 | 68-22 | Implemen tation | | To ensure that the requirements of the Settlement Agreement are properly and timely implemented, the Court will retain jurisdiction of this action for all purposes, including but not limited to any disputed changes to policies, procedures, training, and practices, until such time as the City has achieved full and effective compliance with the Settlement Agreement and maintained such compliance for no less than two years. At all times, the City and SPD will bear the burden of demonstrating substantial compliance with the Settlement Agreement. | n/a | | | City and SPD | | | | | None | No | No | | Monitor will determine substantial compliance |

| Track # | P. | Pg -Ln | Topic | Priori ty | Requirement | Deadline | Monito r Review Approv al | DOJ Review Approval | Responsi bility | Commande r/Designee | Deliverables | Policy Status | Trng Status | Audit Status | 20/20 Initiative Overlap | Existin g Practice or Policy | Monito r Review | Notes |
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| 258 | 225 | 69-14 | Implemen tation | | The Monitor, City, and DOJ may jointly stipulate to make changes, modifications, and amendments to the Settlement Agreement. Such changes, modifications, and amendments to the Settlement Agreement will be encouraged when the Parties agree, or where the reviews, assessments, and/or audits of the Monitor demonstrate, that a Settlement Agreement provision as drafted is not furthering the purpose of the Settlement Agreement or that there is a preferable alternative that will achieve the same purpose. The Parties may jointly move for approval of any proposed changes, modifications, and/or amendments, which will become effective upon approval by the Court. No change, modification, or amendment to the Settlement Agreement will have any force or effect if not set forth in writing, signed by all the Parties to the Settlement Agreement, and approved by the Court. | n/a | | | Monitor and Both Parties | | | | | None | No | No | | |
| 259 | 226 | 70-1 | Implemen tation | | The Parties agree to defend the provisions of the Settlement Agreement. The Parties will notify each other of any court or administrative challenge to the Settlement Agreement. In the event any provision of the Settlement Agreement is challenged in any state, county or municipal court, removal to a federal court will be sought by the Parties. | n/a | | | City and DOJ | | | | | None | No | No | | |
| 260 | 227 | 70-5 | Implemen tation | | The City and SPD agree to promptly notify DOJ if any term of the Settlement Agreement becomes subject to collective bargaining consultation. DOJ agrees to work in good faith to accomplish the goals through alternate means, if necessary. | n/a | | | City and SPD | | | | | None | No | No | | |

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| 261 | 230 | 70-21 | Terminati on | | In the case of termination sought by the City, prior to filing a motion to terminate, the City agrees to notify DOJ in writing when the City has determined that SPD is in full and effective compliance with this Agreement, including through the alternative method of compliance using outcome assessments, and that such compliance has been maintained for no less than two years. | n/a | | | City | | | | | None | No | No | | |
| 262 | 230 | 71-2 | Terminati on | | The Monitor will certify whether he or she agrees that the City is in compliance with the Settlement Agreement or portions of the Settlement Agreement at the time of the notification. No later than 21 days thereafter, the Parties will meet and confer at a mutually agreeable time as to the status of compliance. | n/a | | | Monitor | | | | | None | No | No | | |

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|---------|-----|--------|--------------|-----------|---|----------|---------------------------|---------------------|-----------------|---------------------|--------------|---------------|-------------|--------------|--------------------------|------------------------------|-----------------|--|
| 263 | 230 | 71-5 | Terminati on | | If, after a reasonable period of consultation and the completion of any additional audit or evaluation that DOJ and/or the Monitor may wish to undertake, including on-site observations, document review, or interviews with the City and SPD’s personnel, the Parties cannot resolve any compliance issues, the City may file a motion to terminate the Settlement Agreement. If the City moves for termination of the Settlement Agreement, DOJ will have 45 days after the receipt of the City’s motion to file an objection to the motion. If DOJ does not file an objection, the Court may grant the City’s motion to terminate the Settlement Agreement. If DOJ does file an objection, the Court will hold a hearing on the motion and the burden will be on the City to demonstrate by a preponderance of the evidence that the City has been in full and effective compliance with the Settlement Agreement for the preceding two years, unless the Monitor certifies the City is in compliance with either the full Settlement Agreement or a portion of the Settlement Agreement, in which case DOJ will have the burden of proving non-compliance. | n/a | | | Monitor and DOJ | | | | | None | No | No | | Monitor will certify compliance if warranted |
| | | | | | | | | | | | | | | | | | | |